SALARIES

OF

SCIENTISTS ▪ ENGINEERS

AND TECHNICIANS

. . A Summary of Salary Surveys . .

Sixteenth Edition

COMMISSION ON PROFESSIONALS IN

SCIENCE AND TECHNOLOGY

AUGUST 1993

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OF

SCIENTISTS ■ ENGINEERS AND TECHNICIANS

. . A Summary of Salary Surveys . .

SIXTEENTH EDITION

Prepared by

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INTRODUCTION

Salary surveys are conducted by a number of organizations, including agencies and departments of the federal government, professional, scientific and engineering organizations, educational associations, magazine publishers, other professional trade associations and organizations, as well as for-profit organizations. Some surveys deal directly with salaries of scientists and engineers, others cover broader occupational categories. Most salary surveys conducted by professional scientific and engineering societies cover only their membership. However, since such societies generally represent the majority of the population in their particular discipline, the results may be generalized to these professional populations. Some smaller salary surveys in specific disciplines are included for comparative purposes, as are surveys in occupations not specifically in science and/or engineering.

Although most of the salary data presented in this report are available from the original sources, this compilation brings together the information from a variety of sources both for purposes of comparison and for easier accessibility.

For a number of reasons, exact correlation of results of different surveys is generally not possible. Different methodologies are employed and differing populations are surveyed. The statistical reporting bases include medians, means, percentiles and ranges of one of these, which are not directly comparable. In addition to the "snapshot" characteristics of surveys, which provide information as of any given date, the time periods covered by the surveys include calendar year, fiscal year, academic year, and quarterly segments starting at various points in the year. The base and time period for each table is noted with the table and/or in the introductory statement for the section in which it appears.

Although no attempt has been made to evaluate the relative reliability of the various surveys, the number of people included in the statistics presented is given when known. In some cases, the number of respondents listed within a table will not match totals for all fields or all groups, either because some areas not applicable to science and engineering have been omitted, or because only selected variables have been included in the table.

The source of the data is given at the top of each table. Full bibliographic references for each data source begin on page 221. A cross-index beginning on page 225 and a detailed Table of Contents provide rapid access to specific salary information.

The organization of the data is outlined in the Table of Contents, which includes a descriptive title for each table.

Generally, only the most current salary information is included from each data source. However, some trend data, usually limited to the survey immediately preceding the current survey, are included for comparison. Long trend salary information may be examined by referring to earlier editions of this publication which has been issued biennially since 1964. Copies of the first 14 editions of **SALARIES OF *SCIENTISTS, ENGINEERS AND TECHNICIANS - A SUMMARY OF SALARY SURVEYS*** are available from the **Commission on Professionals in Science and Technology**.

This report was prepared by **Eleanor L. Babco**, Associate Director of the Commission on Professionals in Science and Technology. Special thanks are extended to Dick Vetter and to Betty Vetter for their invaluable assistance.

STARTING SALARIES

The **College Placement Council's SALARY SURVEY - A STUDY OF 1992-93 BEGINNING OFFERS** reports offers, not acceptances, with no limit on the number of offers per student. Data cover offers made to graduating college students at all degree levels in a wide variety of curricula during the recruiting period September 1, 1992 to June 10, 1993. Information is submitted throughout the year by 402 career services offices at colleges and placement offices of colleges and universities across the United States. The data cover a broad range of functional positions.

While recruiting of college graduates has not improved significantly, according to reports from career services offices, it has at least remained steady and may even be somewhat better than last year. The July 1993 issue of the **CPC Salary Survey** shows that the by type of industry, the service sector extended 53.8% of the reported job offers, up from 48.6% last year. Manufacturing employers accounted for 34.7%, down from 36.2% last year, while government and nonprofit employers provided 11.4% of this year's job offers, compared to 15.2% last year.

In most fields starting salary offers to new college graduates continue to register only minimal increases compared to the September 1992 report's final figures. Engineering graduates posted only slight gains in starting salary offers. Both chemical engineers and electrical engineers received 1.4% higher starting salary offers for averages of $39,747 and $34,228 respectively. Industrial engineers received starting salary offers 1.6% higher than those posted last September, averaging $32,868, while salary offers to mechanical engineers increased less than 1% to $34,535. While petroleum engineers continued to receive the highest starting salary offers at $38,610, this was down 5.1% from last September.

Among the business fields, management information systems graduates and economics and finance graduates posted gains of 3.3% each for average starting salary offers of $29,465 and $26,979 respectively. Starting salary offers to business administration graduates increased less than 1% to $24,456, while accounting graduates received offers 2.2% higher for an average salary offer of $27,775. Starting salary offers to human resource graduates decreased 1.6% to $23,427. Salary offers to humanities and social science graduates were up in most fields, but letters graduates and visual and performing arts graduates experienced a drop in salary offers to $21,096 and $20,667 respectively. In the sciences, chemistry graduates registered a 7.5% increase to an average offer of $29,637. Graduates received salary offers 8.2% below those last September, with mathematics averaging $26,100 **(Table 1)**.

Men received nearly 78% of the offers reported in engineering, but women graduates in petroleum engineering were offered the highest overall average engineering salary of $42,900. Although women received higher or equal or nearly equal starting salary offers in engineering, disparities exist in other disciplines. In the humanities and social sciences, men received about 6% more in history - $23,468 compared to $22,066; and over 14% more in sociology - $23,353 compared to $19,979. In the sciences, women are approaching salary parity, with the exception of mathematics graduates, where men received salary offers 10% higher than did women - $27,900 compared to $25,107 **(Table 2)**.

By functional area, the bulk of the offers to both men and women were for engineering and accounting jobs. The salary offers were highest for both men and women in pharmacy, followed by process engineering. Offers were lowest in the communications and social services fields for both men and women **(Table 3)**.

At the master's level, MBAs continue to post increases at all experience levels, with the best increase garnered by MBA graduates with technical undergraduate degrees and one to two years of previous work experience. Their starting salary offers jumped 9.1% to an average of $53,345. MBA graduates with nontechnical undergraduate degrees and no previous work experience received starting salary offers 2.6% higher than those posted last September, averaging $36,657. Offers to M.S. computer science graduates showed a 3.1% drop to $36,800 and M.S. chemistry graduates reported a 1.8% decline to $34,471 **(Table 4)**.

While there were very few offers at the doctoral level, in the engineering disciplines, computer engineers reported the highest salary offer - $58,627, followed by electrical engineering graduates at $56,552 **(Table 5)**.

Starting salaries of inexperienced college graduates increased in nearly every surveyed field at the baccalaureate level, according to the annual **1991 COLLEGE RECRUITING REPORT** by **Abbott, Langer & Associates**, which details starting salaries of college graduates hired by various types of employers. Technical (non-engineering) undergraduates reported the highest median monthly starting salary - $3,750. By individual discipline, chemical engineers reported the highest median monthly starting salary ($3,064), followed by manufacturing engineers at $2,933 per month. Graduates in the hotel/restaurant discipline, home economics and biological sciences reported the lowest **(Table 6)**.

At the master's level, the highest median salary was reported by engineering graduates in the electrical and mechanical engineering subdisciplines, as well as by computer science graduates - engineering related at $4,000 per month, (**Table 7**). M.B.A. graduates with marketing undergraduate degrees reported the highest median starting salary - $4,343 - while those with engineering undergraduate degrees reported the lowest median - $3,004 (**Table 8**). Engineering Ph.D. graduates reported the highest median starting salary of $4,463 per month, (**Table 9**).

Junior/community college graduates with A.A. degrees in electronic technology reported the highest median starting salary of $2,205 per month, while those in drafting reported the lowest - $1,509 per month, (**Table 10**). Starting salaries for bachelor's graduates by discipline and type of industry are shown in **Tables 11** and **12**. The highest paying employer for engineering graduates continues to be the petroleum/natural gas producers - extracting/refining at $3,113, and insurance firms the lowest - $2,597 per month.

The **NORTHWESTERN ENDICOTT-LINDQUIST REPORT 1993** is the 47th annual survey on personnel practices and policy related to the employment of college and university graduates across the spectrum of business and industry. Data from 258 well-known companies in 32 states representing all regions of the country indicate that the job outlook in their organizations is relatively optimistic. When compared with 1992, 78% of the companies responding expected business to improve or stay the same. At the bachelor's level, engineering graduates continue to receive the highest average starting salary - $2,892 per month, followed by computer science graduates at $2,632. At the low end of the scale are sales/marketing graduates at $2,261 per month, (**Table 14**). Among engineering graduates, those majoring in petroleum engineering continued to receive the highest starting salaries - $3,446 per month, followed by those in chemical engineering at $3,081 per month. However, the petroleum engineering salary was down 1.8% from the previous year (**Table 13**).

The economic turnaround has not yet reached the job market for new college graduates as employers indicate a decrease in hiring projections for the fourth consecutive year, according to the 22nd annual national survey - **RECRUITING TRENDS 1992-93** by L. Patrick Scheetz of **Michigan State University**. Overall, the 504 employers expect to hire 2.1% fewer new college graduates than they did a year earlier, with starting salaries to new bachelor's graduates are expected to increase only about 1% over last year. Highest starting salaries are expected to go to chemical engineers at $40,173, followed by mechanical engineers at $35,619, and electrical engineers at $35,141. At the low end of the salary scale are graduates in journalism and advertising with starting salaries of $19,114 and $19,776 respectively, (**Table 15**).

Starting salaries for inexperienced chemists have varied considerably from year to year. At the bachelor's level, median salaries increased 3.8% for chemists to $24,764 and 4.4% for chemical engineers to $34,101 in 1992. Median monthly salaries for men and women chemists from 1961 through 1992 are shown in **Table 16**. Starting salaries for men and women chemists have varied through the years, but in 1989 reached parity and remained that way in 1991. However, in 1992, women again experienced a drop in salary parity receiving only 93.8% the salary of their male colleagues. At the master's level, median salaries were up only 1.3% to $31,625 for chemists and 1.2% to $40,162 for chemical engineers. Doctoral level chemists experienced a 3.5% increase in salaries to $43,499, while doctoral level chemical engineers received a 3.7% increase to $52,368, according to the **American Chemical Society's STARTING SALARIES 1992**.

Where a chemist or chemical engineer works has an effect on starting salary. Regardless of degree level or sex, chemists and chemical engineers earn the most working in private industry and the least working in academic institutions (**Tables 17** and **21**). As shown in **Table 24**, industrial chemists at the baccalaureate level earn $1,000 more than chemists working for all other employers. However, because most chemical engineers are employed in industry, there is no difference in salaries for those employed in industry and those employed elsewhere.

Degree specialty also affects salary levels for graduate chemists. Master's level organic chemists report the highest starting median salary ($35,000), while PhD biochemists earned the highest starting salary (**Table 18**). Median annual salaries of chemists and chemical engineers by degree level and length of work experience is shown in **Table 19**. **Table 20** shows both median and mean starting salaries for chemists and chemical engineers by degree level and sex.

As in previous years, chemists working in management or administration report the highest starting salary, while those teaching report the lowest regardless of degree level (**Table 22**). Median salaries for new BS chemistry graduates are highest in the Pacific region ($24,800) and lowest in the West North Central region ($21,650). New master's level chemistry graduates reported the highest salaries in the New England area while doctoral-level chemists working in the Middle Atlantic region reported the highest salaries - $50,000.

Both B.S. chemists and chemical engineers report the highest starting salaries working in the petroleum industry (**Table 25**). Large employers generally pay more than smaller ones. BS chemical engineers employed in larger firms (10,000 or more employees) make 17% more than those employed in small firms (less than 500 employees), while BS chemists employed in large firms make 28% more than those employed in small firms (**Table 26**).

Robert Half, International has been conducting a **SALARY SURVEY** in the fields of Accounting, Finance, Banking and Information Systems since 1950. Historically, a significant relationship existed between staff/installation size and the level of salaries paid. Although this relationship continues to some extent, the more significant factor in the 1990s will be the complexity of the technology used. In large installations, in the systems and programming area, managers experienced the highest salary gains - 4.8%, while project managers experienced the lowest - 1.1%. Percentage increases and salary ranges by position in large installations are shown in **Table 27**; and for personnel employed in small installations in **Table 29**. However, some job positions are not directly related to size of staff/installations. Salary ranges for these jobs are shown in **Table 28**.

The **1992 ANNUAL AMS-MAA SURVEY of New Doctorates** by the **American Mathematical Society** and the **Mathematical Association of America**, prepared by **Donald E. McClure**, found that business and industry still pays the highest starting salaries for both men and women Ph.D.s in mathematics (**Table 30**). It is noteworthy that women doctorates are receiving higher starting salary offers than men, regardless of type of employer/activity. Trends in beginning salaries for mathematics doctorates are shown in **Table 31**).

Industry continues to pay the highest median starting salary to new physics baccalaureate graduates, regardless of sex, according to the **1991-92 SURVEY OF PHYSICS AND ASTRONOMY BACHELOR'S DEGREE RECIPIENTS**, and the **1988-89 GRADUATE STUDENT SURVEY** conducted by the **American Institute of Physics**. **Table 32** shows that men report higher starting salaries at the baccalaureate level in 1992 than do women - $2,080 per month compared with $2,030 per month. **Table 33** presents starting salaries by degree level and type of employer.

The **NATIONAL COMPENSATION SURVEY OF RESEARCH AND DEVELOPMENT SCIENTISTS AND ENGINEERS**, has been conducted by for the **U. S. Department of Energy** for over 30 years, and annually provides data on compensation paid to a broad cross section of researchers throughout the U.S. economy. As of August 1991, the contractor responsible for the conduct of the survey has been **Wyatt Data Services**, the compensation survey subsidiary of **The Wyatt Company.** The 1993 survey report represents data on researchers employed in organizations that focus on research and development as one of their primary functions, and that employ at least 100 degreed scientists and/or engineers engaged in basic or applied research and/or development. The organizations invited to participate were selected from approximately 650 medium to large R&D organizations throughout the United States. Among non-supervisory researchers in 1993, new bachelor's level engineering graduates commanded the highest median starting salaries - $3,097 per month, followed by computer science graduates at $2,920 (**Table 34**). By working-as-occupation, graduates working in chemical engineering had the highest median starting salary - $3,250 (**Table 35**).

The fourth annual **GEOSCIENTIFIC EMPLOYMENT AND HIRING SURVEY - 1991**, conducted by the **American Geological Institute** examines and assesses the need for and availability of geoscientists in a wide range of fields in a number of employment sectors. Starting salaries for inexperienced geologists, regardless of degree level, were highest in the domestic oil and gas industry, and lowest in research institutions for baccalaureate and PhD geologists, but lowest in academia for master's level geologists (**Table 36**).

The **1991-92 APSA Survey of Departments**, presents results of 683 political science departments from a survey conducted by the **American Political Science Association**. As shown in Table 37, those new faculty members with a doctorate earn more than those without the PhD, while political science faculty working for institutions granting the doctorate earn more than those working for undergraduate institutions.

The **1992 MIDWEST COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARY & BENEFITS SURVEY**, conducted annually by the **Cooperative Education Research Program** at **Wayne State University** and compiled by **John A. Crusoe**, provides average and median monthly starting salaries to new cooperative education baccalaureate and associate degree graduates in nine midwest states by curriculum. Information from this survey for 1992 is summarized in **Tables 38** and **39**.

The **U.S. Department of Labor's OCCUPATIONAL OUTLOOK HANDBOOK** includes information on starting salaries, as well as estimates of the number of people employed in a wide variety of fields. **Table 40** summarizes starting salary information from the 1992-1993 edition on a selected number of scientific and engineering fields by employment sector.

SOURCE: College Placement Council, *CPC Salary Survey – A Study of 1992–1993 Beginning Offers*, July 1993

TABLE 1

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY CURRICULUM, JULY 1993 AND SEPTEMBER 1992

	Number of Offers	Average $ Offers		Percent* Change in $ Offers From Sept. 1992
CURRICULUM	July 1993	July 1993	Sept. 1992	
BUSINESS				
Accounting	2,557	$27,775	$27,179	2.2
Business Administration & Mgmt. Science	903	24,456	24,305	0.6
Distribution Management	38	25,861	22,931	12.8
Economics & Finance (Incl. Banking)	1,016	26,979	26,122	3.3
Hotel/Restaurant Management	86	20,561	21,063	−2.4
Human Resources (inc. Labor Relations)	52	22,895	23,427	−2.3
Management Information Systems	298	29,465	28,519	3.3
Marketing/Marketing Management	956	24,638	23,914	3.0
Real Estate	13	26,968	21,046	
COMMUNICATIONS				
Advertising	33	21,800	21,160	3.0
Communications	169	21,821	21,262	2.6
Journalism	76	19,893	19,851	0.2
Telecommunications Broadcasting	34	23,116	21,572	7.2
EDUCATION				
Elementary Education	233	20,112	20,689	−2.8
Pre–Elementary Education	30	16,444	17,371	−5.3
Physical Education	17	21,330	21,994	
Special Education	51	21,311	21,372	−0.3
HOME ECONOMICS				
Human Ecology	46	20,542	19,181	7.1
Textiles & Clothing	40	22,163	22,279	−0.5
Merchandising Management	15	21,360	19,811	
HUMANITIES & SOCIAL SCIENCES				
Foreign Languages	26	23,568	22,995	2.5
Letters	110	21,096	22,190	−4.9
Visual & Performing Arts	52	20,667	21,138	−2.2
Humanities – Other	71	24,783	22,941	8.0
Criminal Justice	34	21,645	19,851	9.0
History	62	22,970	22,838	0.6
Political Science/Government	125	24,663	23,042	7.0
Psychology	147	20,503	20,180	1.6
Sociology	44	21,436	21,015	2.0
Social Sciences–Other	136	22,380	21,623	3.5
COMPUTER SCIENCES				
Computer Science	590	31,195	30,523	2.2
Computer Programming	36	30,379	30,885	−1.6
Information Sciences & Systems	132	29,440	28,990	1.6
Systems Analysis	4	32,465	29,913	

* Not computed for fewer than 20.

SOURCE: College Placement Council, *CPC Salary Survey – A Study of 1992–1993 Beginning Offers*, July 1993

TABLE 1 (Continued)

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY CURRICULUM, JULY 1993 AND SEPTEMBER 1992

CURRICULUM	Number of Offers July 1993	Average $ Offers July 1993	Average $ Offers Sept. 1992	Percent* Change in $ Offers From Sept. 1992
ENGINEERING				
Aerospace & Aeronautical	81	$31,641	$31,826	−0.6
Agricultural	14	31,081	31,464	
Architectural	29	28,535	29,211	−2.3
Bioenginering & Biomedical	13	29,642	30,769	
Chemical	608	39,747	39,203	1.4
Civil	514	29,234	29,376	−0.5
Computer	337	33,743	32,848	2.7
Electrical	1,008	34,228	33,754	1.4
Environmental	6	31,569	31,111	
Industrial	381	32,868	32,348	1.6
Mechanical	1,201	34,535	34,462	0.2
Metallurgical	87	34,004	33,502	1.5
Mining	38	31,813	31,177	2.0
Nuclear	13	34,650	34,447	
Petroleum	39	38,610	40,679	−5.1
Textile	4	37,075	32,350	
Engineering Technology	120	28,260	31,051	−9.0
Industrial Technology	12	29,593	26,986	
AGRICULTURE & NATURAL RESOURCES				
Agribusiness	37	22,471	23,414	−4.0
Animal Sciences	24	20,745	20,189	2.8
Plant Sciences	3	25,000	22,150	
Natural Resources	19	20,863	21,786	
Other Agricultural Sciences	20	25,708	22,388	14.8
HEALTH SCIENCES				
Allied Health+	36	26,602	30,555	−12.9
Health Sciences	30	22,856	23,559	−3.0
Nursing	133	31,876	31,732	0.5
Pharmacy	77	42,796	41,567	3.0
SCIENCES				
Acturial	24	33,212	31,830	4.3
Architectural & Environmental Design	36	23,668	23,570	0.4
Biological	59	22,101	21,851	1.1
Chemistry	47	29,637	27,557	7.5
Geological	8	27,970	25,704	
Mathematics (Incl. Statistics)	90	26,100	28,434	−8.2
Physics	10	22,728	29,019	
Other Physical and Earth Sciences	15	22,179	23,384	
Textile Science	29	28,793	30,859	−6.7

* Not computed for fewer than 20.

+ Job offers reported for 1992–93 Allied Health gradualtes do not include offers from a major contributing school that reported job offers in 1991–92. Any comparison to last year's average starting salaries are invalid.

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 2

NUMBER AMD AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY CURRICULUM AND SEX, JULY 1993 AND SEPTEMBER 1992

	No. Offers July 1993		$ Offers, July 1993			$ Offers, Sept 1992		
CURRICULUM	Men	Wom	Men	Women	Wom as % of Men	Men	Women	Wom as % of Men
BUSINESS								
Accounting	1,218	1,339	$27,917	$27,646	99.0	$27,293	$27,072	99.2
Business Admin. & Mgmt. Science	463	440	24,965	23,920	95.8	25,165	23,398	93.0
Distribution Management	17	21	26,018	25,733	98.9	21,627	24,723	
Economics & Finance (incl. Banking)	683	333	26,884	27,173	101.1	26,250	25,878	98.6
Hotel/Restaurant Management	38	48	21,514	19,807	92.1	21,407	20,671	96.6
Human Resources	29	23	24,092	21,386	88.8	23,424	23,429	100.0
Management Information Systems	174	124	29,329	29,656	101.1	28,617	28,382	99.2
Marketing/Marketing Management	489	467	25,104	24,150	96.2	24,424	23,347	95.6
Real Estate	5	8	22,457	29,788		20,273	21,625	
COMMUNICATIONS								
Advertising	12	21	24,342	20,347	83.6	22,067	20,434	92.6
Communications	62	106	23,140	21,068	91.0	22,320	20,587	92.2
journalism	26	50	21,040	19,296	91.7	19,950	19,808	99.3
Telecommunications Broadcasting	15	19	21,776	24,174	111.0	21,247	21,769	102.5
EDUCATION								
Elementary Education	24	209	20,628	20,053	97.2	21,841	20,570	94.2
Pre–Elementary Education	1	29	21,000	16,287	77.6	26,760	16,294	
Physical Education	7	10	23,335	19,926		22,163	21,769	98.2
Special Education	5	46	22,383	21,195	94.7	19,850	21,413	107.9
HOME ECONOMICS								
Human Ecology	10	36	20,541	20,542	100.0	23,400	18,269	78.1
Textiles & Clothing	5	35	27,200	21,443	78.8	26,329	21,971	83.4
Merchandising Management	3	12	24,333	20,617		24,000	19,725	82.2
HUMANITIES & SOCIAL SCI.								
Foreign Languages	7	19	26,886	22,345	83.1	25,182	22,266	88.4
Letters	29	81	22,467	20,605	91.7	23,425	21,790	93.0
Visual & Performing Arts	20	32	20,119	21,010	104.4	22,932	20,010	87.3
Humanities –Other	27	44	26,961	23,447	87.0	24,240	21,676	89.4
Criminal Justics	25	9	22,338	19,722	88.3	21,798	18,460	84.7
History	40	22	23,468	22,066	94.0	22,822	22,864	100.2
Political Science/Government	76	49	25,138	23,925	95.2	23,410	22,573	96.4
Psychology	44	103	21,384	20,127	94.1	21,777	19,569	89.9
Sociology	19	25	23,353	19,979	85.6	23,486	19,017	81.0
Social Sciences – Other	63	73	24,742	20,342	82.2	23,149	20,593	89.0
COMPUTER SCIENCES								
Computer Science	444	146	31,351	30,718	98.0	30,603	30,263	98.9
Computer Programming	27	9	30,584	29,767	97.3	31,213	29,908	95.8
Information Sciences & Systems	90	42	29,464	29,386	99.7	28,822	29,207	101.3
Systems Analysis	2	2	33,570	31,360		31,041	28,785	92.7

NOTE: Blanks indicate fewer than 20 offers reported

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 2 (Continued)

NUMBER AMD AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY CURRICULUM AND SEX, JULY 1993 AND SEPTEMBER 1992

CURRICULUM	No. Offers July 1993		$ Offers, July 1993			$ Offers, Sept 1992		
	Men	Wom	Men	Women	Wom as % of Men	Men	Women	Wom as % of Men
ENGINEERING								
Aerospace & Aeronautical	67	14	$31,550	$32,078	101.7	$31,726	$32,233	101.6
Agricultural	14	0	31,081			31,448	31,667	100.7
Architectural	21	8	28,714	28,065	97.7	29,421	28,818	98.0
Bioengineering & Biomedical	4	9	28,325	30,228		35,233	29,095	
Chemical	330	278	39,429	40,125	101.8	39,212	39,187	99.9
Civil	425	89	29,274	29,045	99.2	29,297	29,749	101.5
Computer	302	35	33,864	32,693	96.5	32,821	32,959	100.4
Electrical	844	164	34,077	35,002	102.7	33,645	34,262	101.8
Environmental	5	1	31,483	32,000		30,383	31,944	
Industrial	229	152	32,509	33,408	102.8	32,075	32,831	102.4
Mechanical	993	208	34,271	35,799	104.5	34,280	35,329	103.1
Metallurgical	63	24	33,517	35,282	105.3	33,275	34,249	102.9
Mining	28	10	31,696	32,140	101.4	31,798	30,048	94.5
Nuclear	11	2	35,041	32,500		34,223	35,900	104.9
Petroleum	35	4	38,120	42,900	112.5	40,673	40,726	100.1
Textile	1	3	37,500	36,933		30,917	36,650	
Engineering Technology	112	8	28,393	26,409	93.0	31,311	29,397	93.9
Industrial Technology	7	5	30,214	28,722		26,052	34,926	
AGRI. & NAT. RESOURCES								
Agribusiness	29	8	22,257	23,250	104.5	23,371	23,525	100.7
Animal Sciences	16	8	20,842	20,550	98.6	21,738	19,004	87.4
Plant Sciences	2	1	22,500	30,000		20,833	24,783	
Natural Resources	16	3	21,419	19,369		22,212	19,800	
Other Agricultural Sciences	11	9	25,455	26,018	102.2	22,679	21,607	95.3
HEALTH SCIENCES								
Allied Health	9	27	26,916	26,498	98.4	31,412	30,397	96.8
Health Sciences	8	22	25,821	21,777	84.3	27,066	22,627	83.6
Nursing	7	126	36,964	31,594	85.5	33,062	31,615	95.6
Pharmacy	22	55	45,447	41,736	91.8	41,647	41,527	99.7
SCIENCES								
Actuarial	18	6	33,940	31,018	91.4	33,218	28,855	86.9
Architec. & Environment. Design	28	8	23,613	23,863	101.1	25,204	20,409	81.0
Biological	27	32	20,987	23,040	109.8	22,760	20,862	91.7
Chemistry	24	23	29,823	29,442	98.7	27,128	28,033	103.3
Geological	7	1	28,400	24,960		26,988	24,421	
Mathematics (incl. Statistics)	32	58	27,900	25,107	90.0	30,174	26,318	87.2
Physics	10	0	22,728			29,553	24,750	
Other Physical & Earth Sciences	8	7	23,905	20,205		26,120	20,617	
Textile Science	16	13	29,282	28,192	96.3	30,555	31,696	103.7

NOTE: Blanks indicate fewer than 20 offers reported

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 3

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY FUNCTIONAL AREA AND SEX, JULY 1993

FUNCTIONAL AREA (All Employer Types)	NUMBER OF OFFERS	AVERAGE $ OFFERS			Women's Offers as % of Men's
		Total	Men	Women	
ENGINEERING					
Bioengineering	5	$30,800	$30,800	$	
Design/Construct	642	30,859	30,720	31,643	103.0
Environmental/Sanitation	112	31,339	30,812	32,656	106.0
Manufacturing/Industrial	594	34,807	34,574	35,422	102.5
Systems/Programming	167	32,803	32,696	33,273	101.8
Power Systems	130	34,206	34,099	34,679	101.7
Software Design & Development	219	34,053	34,205	33,060	96.7
Hardware Design & Development	194	35,712	35,743	35,522	99.4
Research & Development	142	34,895	34,543	35,631	103.1
Testing	81	33,087	33,245	32,534	97.9
Process Engineering	418	39,203	38,739	39,880	102.9
Project Engineering	411	34,608	34,441	35,382	102.7
Other Engineering	1,042	33,857	33,535	34,899	104.1
FINANCE					
Accounting (Public)	1,941	28,350	28,501	28,205	99.0
Accounting (Private)	584	26,051	26,170	25,966	99.2
Commercial Banking (Consumer)	117	23,825	23,533	24,074	102.3
Commercial Banking (Lending)	182	26,089	26,555	25,068	94.4
Investment Banking (Corporate Finance)	42	29,679	29,814	29,000	97.3
Investment Banking (Mergers & Acquisitions)	10	32,200	34,100	30,300	
Investment Banking (Real Estate)	12	22,412	25,500	21,382	83.9
Investment Banking (Sales & Trading)	37	29,636	29,740	29,421	98.9
Financial/Treasury Analysis	323	28,199	27,831	28,768	103.4
Portfolio Management/Brokerage	53	23,982	23,380	25,375	108.5
Insurance (Underwriting)	92	24,922	25,512	24,280	95.2
Insurance (Claims)	80	22,842	24,193	21,014	86.9
COMMUNICATIONS					
Design/Graphics Arts	40	20,831	20,277	21,128	104.2
Media Planning	22	21,309	23,000	20,343	88.4
On-Air Reporting	25	18,034	18,268	17,780	97.3
Production	33	21,740	22,526	21,000	93.2
Public Relations	53	21,376	21,702	21,222	97.8
Writing/Editing	32	22,039	21,751	22,190	102.0
COMPUTER SCIENCES					
Computer Programming	443	29,229	29,432	28,752	97.7
Information Systems	302	30,361	30,246	30,542	101.0
Systems Analysis & Design	245	31,054	31,072	31,008	99.8

Note: Blanks indicate no offers reported.

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 3 (Continued)

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY FUNCTIONAL AREA AND SEX, JULY 1993

FUNCTIONAL AREA (All Employer Types)	NUMBER OF OFFERS	AVERAGE $ OFFERS			Women's Offers as % of Men's
		Total	Men	Women	
HEALTH CARE					
Administrative	27	21,741	27,556	18,833	68.3
Industrial Hygiene	2	25,035	25,035		
Medical Technology	20	24,871	30,312	23,511	77.6
Nursing/Personal Care	138	31,592	34,393	31,443	91.4
Occupational Therapy	10	27,595		29,154	
Pharmacist	78	42,684	45,447	41,598	91.5
Physical Therapy	13	24,375	26,340	22,083	83.8
Other Health Related	70	21,606	24,051	20,822	86.6
MARKETING					
Advertising	37	22,025	25,952	19,898	76.7
Brand/Product Management	103	25,524	25,919	25,071	96.7
Buyer/Merchandising	239	24,541	25,580	23,999	93.8
Distribution	56	27,124	27,693	26,467	95.6
Market Research	61	25,178	26,893	23,816	88.6
Purchasing	13	24,387	21,800	26,605	122.0
Sales	889	25,637	26,260	24,369	92.8
PUBLIC ADMINISTRATION					
Executive, Legislative, & General	45	21,854	23,731	21,007	88.5
Finance, Taxation, Monetary Policy	79	24,914	24,792	25,068	101.1
Economic Programs	12	21,197	22,342	20,379	91.2
Law Enforcement	35	24,183	24,268	23,996	98.9
Military	53	24,924	25,227	23,223	92.1
National Security	5	29,760	29,760		
Urban/Regional Planning	18	26,609	28,704	19,277	67.2
SOCIAL SERVICES					
Administration	49	19,797	20,537	19,529	95.1
Counseling	69	19,540	22,632	17,890	79.0
Fundraising/Development	12	15,046	13,375	15,881	118.7
Social Work	43	19,035	20,758	18,513	89.2
OTHER FUNCTIONAL AREAS					
Actuarial	34	31,156	32,045	29,720	92.7
Agricultural/Natural Resources	57	20,810	21,313	17,215	80.8
Architecture	18	21,427	20,345	24,240	119.1
Consulting	618	30,983	31,321	30,358	96.9
Human Resources/Industrial Relations	69	23,822	27,229	22,527	82.7
Management Trainee	1,113	23,386	24,153	22,582	93.5
Mathematician/Statistican	12	25,167	21,550	26,975	125.2
Paralegal	20	21,280	20,600	21,507	104.4
Research (Nontechnical)	15	22,147	20,555	22,727	110.6
Research (Technical)	38	27,287	26,740	27,962	104.6
Teaching	438	20,363	21,478	20,133	93.7

Note: Blanks indicate no offers reported.

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 4

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED MASTER'S DEGREE CANDIDATES BY CURRICULUM, JULY 1993 AND SEPTEMBER 1992

CURRICULUM	NUMBER OF OFFERS	AVERAGE $ OFFERS		% CHANGE IN $ OFFERS
		JULY 1993	SEPTEMBER 1992	
BUSINESS				
Accounting	100	$30,488	$31,259	−2.5
MBA–Nontechnical Undergraduate				
1 Year or Less	410	36,657	35,734	2.6
1 or 2 Years	190	45,644	44,911	1.6
2 to 4 Years	322	50,566	49,287	2.6
Over 4 Years	298	52,317	50,972	2.6
MBA–Technical Undergraduate				
1 Year or Less	69	42,051	41,313	1.8
1 or 2 Years	53	53,345	48,884	9.1
2 to 4 Years	143	56,339	55,249	2.0
Over 4 Years	130	57,614	56,298	2.3
MS–Business	7	33,643	37,733	−10.8
Economics & Finance	23	34,868	36,677	−4.9
Labor Industrial Relations (Inc. Human Resources)	15	30,493	31,597	−3.5
Management Information Systems	17	36,871	34,780	6.0
Marketing/Marketing Management	12	38,275	39,508	−3.1
COMMUNICATIONS				
Advertising	1	31,000	37,500	−17.3
Communications	2	25,900	23,167	11.8
Journalism	3	23,667	22,699	4.3
EDUCATION				
Education Administration	18	28,773	31,729	−9.3
Elementary Education	27	27,660	27,400	0.9
Physical Education	2	20,000	29,052	−31.2
Reading Education			28,100	
Special Education	7	26,868	25,007	7.4

Note: Blanks indicate no offers reported.

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 1992–93 Beginning Offers*, July 1993

TABLE 4 (Continued)

NUMBER AND AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED MASTER'S DEGREE CANDIDATES BY CURRICULUM, JULY 1993 AND SEPTEMBER 1992

CURRICULUM	NUMBER OF OFFERS	AVERAGE $ OFFERS JULY 1993	AVERAGE $ OFFERS SEPTEMBER 1992	% CHANGE IN $ OFFERS
HUMANITIES & SOCIAL SCIENCES				
Humanities	8	$28,714	$24,553	16.9
Psychology	10	33,530	24,593	36.3
Social Sciences	8	28,376	28,095	1.0
ENGINEERING				
Aerospace & Aeronautics	12	42,504	39,765	6.9
Agricultural	5	42,200	35,618	18.5
Bioengineering & Biomedical	2	38,000	34,950	8.7
Chemical	29	41,049	40,611	1.1
Civil	73	34,098	34,303	−0.6
Computer	36	39,518	40,207	−1.7
Electrical	235	41,046	41,024	0.1
Industrial	44	39,298	38,692	1.6
Mechanical	175	40,624	39,298	3.4
Metallurgical	4	36,875	38,165	−3.4
Mining			30,000	
Nuclear	3	43,333	38,607	12.2
Petroleum			43,600	
HEALTH SCIENCES				
Allied Health	3	38,000	28,233	34.6
Health Sciences	15	30,576	25,713	18.9
Nursing	5	39,634	34,453	15.0
SCIENCES				
Agricultural & Natural Resources	2	27,000	28,001	−3.6
Architectural & Environmental Design			27,852	
Biological	2	27,500	25,126	9.4
Chemistry	16	34,471	35,104	−1.8
Computer Science	94	37,920	39,120	−3.1
Geological (Incl. Geophysics)	10	36,800	36,333	1.3
Mathematics	17	33,811	33,636	0.5
Physics	3	33,000	31,626	4.3

Note: Blanks indicate no offers reported.

SOURCE: College Placement Council, Inc., *CPC Salary Survey, A Study of 199193 Beginning Offers*, July 1993

TABLE 5

NUMBER AMD AVERAGE STARTING SALARY OFFERS TO INEXPERIENCED DOCTORAL DEGREE CANDIDATES BY CURRICULUM, JULY 1993 AND SEPTEMBER 1992

CURRICULUM	NUMBER OF OFFERS	AVERAGE $ OFFERS		% CHANGE IN $ OFFERS
		JULY 1993	SEPTEMBER 1992	
BUSINESS				
Business Administration & Management	1	$45,000	$57,498	−21.7
Computer & Information Sciences	18	55,486	61,555	−9.9
Economics & Finance			53,667	
EDUCATION				
Education Administration	14	50,929	46,884	8.6
HUMANITIES & SOCIAL SCIENCES				
English	1	23,000	31,920	−27.9
Psychology	4	35,675	26,367	35.3
Sociology	3	31,288	50,000	−37.4
ENGINEERING				
Aerospace			51,486	
Chemical	47	54,843	54,451	0.7
Civil	4	53,125	46,501	14.2
Computer	10	58,627	55,325	6.0
Electrical	46	56,552	56,826	−0.5
Mechanical	27	51,654	51,880	−0.4
Metallurgical	15	50,317	53,577	−6.1
SCIENCES				
Agricultural & Natural Resources	6	33,000	38,583	−14.5
Biological	1	38,000	42,000	−9.5
Chemistry	31	51,365	50,719	1.3
Geology & Geological Sciences	4	42,763	47,827	−10.6
Mathematics	1	70,000	40,954	70.9
Physics	7	51,971	40,940	26.9
Polymer	3	56,180	52,200	7.6

Note: Blanks indicate no offers reported

SOURCE: Abbott Langer & Associates, *College Recruiting Report* 1991

TABLE 6

MEDIAN AND MEAN MONTHLY SALARIES OF INEXPERIENCED COLLEGE GRADUATES WITH BACHELOR'S DEGREES BY DISCIPLINE, 1991

DISCIPLINE	Number	Mean	Median
ALL ENGINEERING	1,625	$2,719	$2,700
Aeronautical Engineering	36	2,744	2,700
Ceramic Engineering	11	2,728	2,770
Chemical Engineering	130	3,034	3,064
Civil Engineering	223	2,410	2,315
Computer Science (Engineering–Related)	147	2,612	2,700
Electrical Engineering	442	2,737	2,730
Electronic Technology	21	2,709	2,659
Engineering Science	17	2,819	2,805
Engineering Technology	9	2,176	2,271
Industrial Engineering	65	2,717	2,781
Manufacturing Engineering	8	2,798	2,933
Mechanical Engineering	469	2,803	2,772
Metallurgical Engineering	16	2,458	2,350
Mining/Mineral Engineering	8	2,819	2,700
Nuclear Engineering	7	2,724	2,700
ALL TECHNICAL (Non–Engineering)	647	3,118	3,750
Biological Science	13	1,790	1,717
Chemistry	38	2,324	2,200
Computer Science (Science/Tech. Related)	98	2,410	2,573
Computer Science (Business–Related)	349	2,444	2,500
Food Science	5	2,370	2,297
Geology	13	2,531	2,700
Industrial Technology	21	2,482	2,750
Mathematics–Statistics	46	2,347	2,443
Mechanical Technology	11	2,727	2,676
Physics	19	2,720	2,700
ALL NON–TECHNICAL	3,224	2,037	2,000
Accounting	408	2,191	2,250
Agriculture	71	1,843	1,833
Business, Economics & Finance	1,354	1,970	1,958
Education	7	1,651	1,750
Home Economics	10	1,604	1,500
Hotel/Restaurant	135	1,223	866
Industrial Management	31	2,309	2,326
Liberal Arts	427	2,064	2,000
Marketing	306	2,049	2,071
Personnel/Industrial Relations	24	1,893	1,833
Public Relations	17	1,825	1,833

SOURCE: Abbott Langer & Associates, *College Recruiting Report* 1991

TABLE 7

MEDIAN AND MEAN MONTHLY SALARIES OF INEXPERIENCED COLLEGE GRADUATES WITH MASTER'S DEGREES (EXCLUDING MBA) BY DISCIPLINE, 1991

DISCIPLINE	Number	Mean	Median
ALL ENGINEERING	**229**	**$3,597**	**$4,000**
Aeronautical Engineering	18	3,270	3,442
Chemical Engineering	18	3,540	3,412
Civil Engineering	4	2,962	3,100
Computer Science (Engineering–Related)	37	3,778	4,000
Electrical Engineering	75	3,701	4,000
Mechanical Engineering	61	3,630	4,000
ALL TECHNICAL (Non–Engineering)	**117**	**1,880**	**1,700**
Computer Science (Science/Tech–Related)	6	3,023	3,128
Mathematics–Statistics	4	2,950	2,909
ALL NON–TECHNICAL	**42**	**3,086**	**3,250**
Business, Economics & Finance	16	3,251	3,355
Personnel/Industrial Relations	13	3,338	3,250

TABLE 8

MEDIAN AND MEAN MONTHLY SALARIES OF INEXPERIENCED COLLEGE GRADUATES WITH MBA DEGREES AND UNDERGRADUATE DEGREES BY DISCIPLINE, 1991

DISCIPLINE	Number	Mean	Median
ALL ENGINEERING	**6**	**$3,493**	**$3,004**
ALL NON–TECHNICAL	**75**	**3,673**	**4,283**
Accounting	5	2,760	2,750
Business, Economics & Finance	26	3,477	3,675
Marketing	37	4,118	4,343

TABLE 9

MEDIAN AND MEAN MONTHLY SALARIES OF INEXPERIENCED COLLEGE GRADUATES WITH DOCTORAL DEGREES BY DISCIPLINE, 1991

DISCIPLINE	Number	Mean	Median
ALL ENGINEERING	**45**	**$4,313**	**$4,463**
Aeronautical Engineering	6	4,268	4,485
Chemical Engineering	4	4,709	4,833
Electrical Engineering	13	4,409	4,463
Mechanical Engineering	6	3,726	3,583
ALL TECHNICAL (Non–Engineering)	**130**	**3,843**	**3,750**
Chemistry	8	3,944	3,900
Physics	10	4,633	4,670

SOURCE: Abbott Langer & Associates, *College Recruiting Report* 1991

TABLE 10

MEDIAN AND MEAN MONTHLY SALARIES OF INEXPERIENCED COLLEGE GRADUATES WITH JUNIOR/COMMUNITY COLLEGE DEGREES BY DISCIPLINE, 1991

DISCIPLINE	Number	Mean	Median
ALL ENGINEERING–RELATED	125	$1,783	$1,700
Engineering Technology	109	1,725	1,700
Electronic Technology	11	2,201	2,205
Mechanical Technology	5	2,127	2,108
ALL TECHNICAL–RELATED	37	1,560	1,509
Chemistry	5	1,572	1,600
Computer Programming	5	1,586	1,667
ALL NON–TECHNICAL–RELATED	152	1,780	1,800
Drafting	23	1,545	1,509
Business Administration	144	1,791	1,800

TABLE 11

MEDIAN MONTHLY SALARIES OF INEXPERIENCED BACHELOR'S GRADUATES IN ENGINEERING BY TYPE OF INDUSTRY AND SUBDISCIPLINE, 1991

TYPE OF INDUSTRY	ALL	SUBDISCIPLINE IN ENGINEERING						
		Aero–nautical	Chemical	Civil	Electrical	Industrial	Mech–anical	Computer Science*
ALL INDUSTRY	$2,700	$2,700	$3,064	$2,315	$2,730	$2,781	$2,772	$2,700
All Mfg./Extractive Firms	2,805	2,717	3,140	2,650	2,732	2,786	2,813	2,708
All Non–Manufacturing Firms	2,700	2,700	2,700	2,315	2,700	2,615	2,700	2,700
Chemical/Pharm./Plastic/Rubber Product Mfg.	3,140		3,140				3,021	
Conglomerates (Primarily Mfg.)	3,000	2,837	3,064	2,600	2,784	3,000	3,000	2,792
Computer/Data Processing Services	2,333							2,333
Construction & Engineering Firms	2,375		2,268	2,375				
Electrical/Aerosp/Aircraft/Electronics Prod Mfg	2,732	2,760	3,005		2,732	2,781	2,788	2,708
Fabricated Metal Product Mfg.	2,772	2,753	2,851	2,494	2,829	2,669	2,772	2,525
Food/Beverage/Tobacco Prod. Mfg.	2,889		3,167		3,050	2,860	2,872	
Insurance Firms	2,597				2,597	2,615	2,533	
Metals/Minerals – Ext./Ref.	2,777				2,495		2,777	
Petroleum/Natural Gas – Ext./Ref.	3,113	2,830	3,243	3,060	2,958	2,663	3,113	
Research Organizations	2,927	2,830			2,927		2,995	
Utilities	2,719				2,730		2,719	2,552

*Engineering–Related Note: Blanks indicate too few cases for data to be meaningful.

SOURCE: Abbott Langer & Associates, *College Recruiting Report* 1991

TABLE 12

MEDIAN MONTHLY SALARIES OF INEXPERIENCED BACHELOR'S GRADUATES (NON–ENGINEERING) BY TYPE OF INDUSTRY AND DISCIPLINE, 1991

TYPE OF INDUSTRY	Biological Sciences	Chemistry	Computer Science*	Math/ Statistics	Accounting	Agriculture	Business, Economics & Finance	Computer Science**	Liberal Arts	Marketing	All Technical (Non–Engrg.)	All Non–Technical
ALL INDUSTRY	**$1,717**	**$2,200**	**$2,573**	**$2,443**	**$2,250**	**$1,833**	**$1,958**	**$2,500**	**$2,000**	**$2,071**	**$3,750**	**$2,000**
All Mfg./Extractive Firms	2,208	2,415	2,573	2,700	2,167	2,400	2,014	2,391	1,728	2,206	2,659	2,375
All Non–Manufacturing Firms	1,717	2,200	2,258	2,400	2,300	1,833	1,958	2,500	2,000	1,833	3,750	2,352
Apparel & Textile Product Mfg.					1,666			1,916				1,916
Banking & Other Financial Firms					2,167		1,875	1,833	2,000	2,000		1,937
Chemical/Pharm./Plastic/ Rubber Product Mfg.					2,304		2,258	2,550		2,166	2,352	2,166
Conglomerates (Primarily Mfg.)		2,744	2,854		2,260		1,896	2,391	1,728	2,071	2,854	1,896
Computer/Data Processing Services			2,258								2,258	2,208
Construction & Engineering Firms		2,423									2,208	
Elect./Aerospace/Aircraft/ Electronics Products Mfg.			2,573	2,486	2,399		2,014	2,475			2,573	2,079
Fabricated Metal Product Mfg.			2,750		2,161		2,587	2,439		2,000	2,676	2,161
Food/Beverage/Tobacco Prod. Manufacturing		2,415	2,518		2,400	2,400	2,217	2,042	2,161	2,700	2,518	2,341
Insurance Firms			2,250	2,400	2,300		1,9[illegible]0	2,500	1,745	1,917	2,400	2,500
Merchandising Firms (Retail & Wholesale)					1,833	1,833	1,958	2,417	2,000	1,750	3,750	1,958
Metals/Minerals – Ext./Ref.					2,210		2,312	2,335		2,310	2,659	2,312
Petroleum/Natural Gas – Extraction/Refining					2,167		1,975	2,517			2,900	2,767
Research Organizations			2,809	2,898			2,352	2,539		2,250	2,827	2,352
Utilities					2,200		2,186	2,225			2,271	2,225

*Science/Tech.–Related. **Business–Related NOTE: Blanks indicate too few cases for data to be meaningful.

SOURCE: *Northwestern Endicott Lindquist Report, 1993, Forty–Seventh Annual Report*, by Victor R. Lindquist

TABLE 13

AVERAGE MONTHLY SALARIES OF ENGINEERING GRADUATES BY SUBDISCIPLINE OF ENGINEERING AND DEGREE LEVEL, 1992 AND 1993

	BACHELOR'S			MASTER'S			DOCTORATE		
SUBDISCIPLINE	1992	1993	% Change	1992	1993	% Change	1992	1993	% Change
Aerospace Engineering	$2,641	$2,789	5.6	$	$		$	$	
Chemical Engineering	3,195	3,318	3.8	3,461	3,561	2.9	4,578	4,759	4.0
Civil Engineering	2,882	2,948	2.3	3,338	3,385	1.4			
Electrical/Computer Science	2,851	2,919	2.4	3,326	3,421	2.9	4,929	4,951	0.4
Industrial Engineering	2,803	2,877	2.6	3,289	3,297	0.2			
Mechanical Engineering	2,975	3,051	2.6	3,398	3,443	1.3	4,545	4,560	0.3
Metals/Materials	2,819	2,990	6.1	3,305	3,321	0.5	4,592	4,640	1.0
Nuclear Engineering	2,941	3,057	3.9	3,492	3,569	2.2			
Petroleum Engineering	3,508	3,446	−1.8						
Engineering Technology	2,724	2,783	2.2						

TABLE 14

NUMBER AND AVERAGE MONTHLY STARTING SALARIES FOR BACHELOR'S AND MASTER'S GRADUATES BY FIELD, 1992 AND 1993

	BACHELOR'S				MASTER'S			
FIELD	No. to be Hired in 1993	1992	1993	Percent Change	No. to be Hired in 1993	1992	1993	Percent Change
Engineering (120)	5,044	$2,884	$2,889	0.2	715	$3,336	$3,413	2.3
Accounting (84)	6,074	2,367	2,423	2.4	562	2,898	2,786	−3.9
Sales–Marketing (55)	857	2,211	2,261	2.3				
Business Administration (73)	1,748	2,263	2,311	2.1				
Liberal Arts (56)	1,154	2,277	2,306	1.3				
Chemistry (23)	350	2,530	2,579	1.9				
Math or Statistics (31)	487	2,456	2,482	1.1				
Economics or Finance (56)	904	2,309	2,394	3.7				
Computer Science (75)	2,238	2,574	2,632	2.3				
Other Fields (47)	1,470	2,706	2,819	4.2	252			
MBA With Technical BS					905	3,425	3,386	−1.1
MBA With Non–Technical BA					1,546	3,761	3,899	3.7
Other Technical Fields					391	3,238	3,138	−3.1

NOTE; Numbers in parenthesis are number of companies hiring bachelor's level graduates in 1993

SOURCE: *Recruiting Trends 1992–93*, Michigan State University, December 1992

TABLE 15

ESTIMATED STARTING SALARIES & ESTIMATED % CHANGE FOR BACCALAUREATE GRADUATES BY ACADEMIC MAJOR, 1992–93

ACADEMIC MAJOR	SALARY	% CHANGE
Chemical Engineering	$40,173	0.9%
Mechanical Engineering	35,619	0.6
Electrical Engineering	35,141	0.6
Industrial Engineering	32,574	0.7
Computer Science	31,572	1.2
Civil Engineering	29,592	1.3
Nursing	29,452	−0.6
Physics	29,367	1.2
Chemistry	27,750	0.7
Accounting	27,566	0.8
Marketing/Sales	26,165	1.3
Financial Administration	24,607	0.6
Geology	24,144	0.6
Mathematics	23,643	0.4
Agriculture	23,319	1.0
Hotel, Restaurant & Institutional Management	23,103	1.2
Natural Resources	22,779	0.5
General Business Administration	22,601	1.2
Education	22,554	1.1
Telecommunications	22,060	0.8
Retailing	21,390	0.8
Liberal Arts/Arts & Letters	21,011	1.2
Personnel Administration	20,833	0.4
Human Ecology/Home Economics	20,687	0.4
Communications	20,619	0.8
Social Science	20,348	1.1
Advertising	19,776	0.9
Journalism	19,114	0.6
ALL MAJORS		
Master's	35,289	1.1
MBA's	39,143	1.2
PhD's	37,755	−0.6

SOURCE: American Chemical Society, *CHEMICAL & ENGINEERING NEWS*, November 5, 1962; October 28, 1963; November 9, 1964; October 18, 1965; October 23, 1967; October 28, 1985; and *Starting Salaries, 1979–1992*

TABLE 16

MEDIAN MONTHLY STARTING SALARIES OF INEXPERIENCED BACCALAUREATE CHEMISTS EMPLOYED FULL–TIME BY SEX, 1961–1992

YEAR	MEN	WOMEN	WOMEN'S AS % OF MEN'S
1961	$500	$433	86.6
1962	525	450	85.7
1963	550	473	86.0
1964	560	480	85.7
1965	590	499	33.7
1966	625	550	88.0
1967	660	600	90.9
1968	712	625	87.8
1969	750	702	93.6
1970	758	644	85.0
1971	691	650	94.1
1972	708	650	91.8
1973	750	708	94.4
1974	816	833	102.1
1975	833	801	96.2
1976	900	908	100.9
1977	1,000	1,000	100.0
1978	1,042	1,083	103.9
1979	1,200	1,233	102.8
1980	1,250	1,250	100.0
1981	1,417	1,541	108.8
1982	1,417	1,417	100.0
1983	1,417	1,333	94.1
1984	1,583	1,542	97.4
1985	1,667	1,500	90.0
1986	1,583	1,500	94.8
1987	1,683	1,633	97.0
1988	1,875	1,750	93.3
1989	1,917	1,917	100.0
1990	1,917	1,917	100.0
1991	1917	1,917	100.0
1992	2,083	1,954	93.8

SOURCE: American Chemical Society, *Starting Salaries, 1992*

TABLE 17

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS EMPLOYED FULL-TIME BY DEGREE LEVEL, TYPE OF EMPLOYER AND SEX, 1992

TYPE OF EMPLOYER	MEN			WOMEN			WOMEN'S AS % OF MEN'S		
	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
PRIVATE INDUSTRY									
Median	$26,000	$35,000	$51,000	$25,000	$33,500	$50,350	96.2	95.7	98.7
Mean	26,362	35,112	49,980	25,875	33,725	48,990	98.2	96.0	98.0
COLLEGE OR UNIVERSITY									
Median	18,000	25,000	28,000	19,100	25,000	30,000	106.1	100.0	107.1
Mean	19,899	25,733	28,881	19,306	24,100	29,687	97.0	93.7	102.8
HIGH SCHOOL									
Median	22,600	27,500		23,600			104.4		
Mean	22,614	27,500		23,629			104.5		
FEDERAL GOVERNMENT									
Median	25,000	29,145	34,250	23,000	28,453	36,278	92.0	97.6	105.9
Mean	23,712	29,145	34,487	22,976	28,453	36,278	96.9	97.6	105.2
HOSPITAL OR LAB									
Median	21,500	28,500	30,000	20,000	22,000		93.0	77.2	0.0
Mean	21,119	28,500	30,000	20,310	22,000		96.2	77.2	0.0
OTHER									
Median	32,000	28,400	39,600	20,500	30,500		64.1	107.4	0.0
Mean	32,000	28,400	39,600	22,733	30,500		71.0	107.4	0.0
TOTAL									
Median	25,000	33,500	48,000	23,450	30,000	47,000	93.8	89.6	97.9
Mean	25,211	32,482	43,344	24,356	30,769	32,804	96.6	94.7	75.7

NOTE: Blanks indicate insufficient responses.

SOURCE: American Chemical Society, *Starting Salaries 1992*

TABLE 18

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED GRADUATE CHEMISTS EMPLOYED FULL–TIME BY DEGREE LEVEL AND DEGREE SPECIALTY, 1992

DEGREE SPECIALTY	M.S.		PH.D.	
	Median	Mean	Median	Mean
Analytical	$32,250	$32,025	$50,000	$47,177
Biochemistry	25,000	27,429	51,000	47,900
General Chemistry	31,000	31,551		
Inorganic	26,500	27,283	44,000	42,005
Organic	35,000	34,525	49,000	43,646
Physical	32,000	32,000	32,000	34,702
Polymer	30,000	34,633	41,000	40,667
Other Chemistry	29,900	29,000	41,250	41,250
TOTAL	31,600	31,626	47,500	43,499

NOTE: Blanks indicate too few respondents.

TABLE 19

MEDIAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL–TIME BY DEGREE LEVEL AND LENGTH OF WORK EXPERIENCE, 1992

DEGREE LEVEL	LENGTH OF WORK EXPERIENCE			
	<12 Months	12–36 Months	>36 Months	Total
CHEMISTS				
B.S.	$24,000	$25,500	$30,000	$25,000
M.S.	31,500	30,000	35,000	32,000
Ph.D.	47,500	48,000	46,000	48,000
CHEMICAL ENGINEERS				
B.S.	40,000	39,650	36,250	39,700
M.S.	41,500	41,695	45,408	42,000
Ph.D.	54,000	54,000	60,000	55,000

TABLE 20

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL–TIME BY HIGHEST DEGREE EARNED AND SEX, 1992

HIGHEST DEGREE EARNED	CHEMISTS			CHEMICAL ENGINEERS		
	Men	Women	% Wom of Men	Men	Women	% Wom of Men
BACHELOR'S						
Median	$25,000	$23,450	93.8	$40,000	$39,550	98.9
Mean	25,211	24,356	96.6	38,601	37,728	97.7
MASTER'S						
Median	33,500	30,000	89.6	41,550	41,150	99.0
Mean	32,482	30,769	94.7	39,876	41,450	103.9
DOCTORATE						
Median	48,000	47,000	97.9	53,350	56,000	105.0
Mean	43,344	43,804	101.1	52,592	51,422	97.8

SOURCE: American Chemical Society, *Starting Salaries, 1992*

TABLE 21

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS AND CHEMICAL ENGINEERS BY HIGHEST DEGREE EARNED, AND TYPE OF EMPLOYER, 1992

TYPE OF EMPLOYER	CHEMISTS			CHEMICAL ENGINEERS		
	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
PRIVATE INDUSTRY						
Median	$25,000	$35,000	$50,650	$40,000	$41,500	$55,000
Mean	26,115	34,439	49,626	38,796	39,961	54,059
COLLEGE OR UNIVERSITY						
Median	18,500	25,000	28,000	23,000		38,000
Mean	19,504	24,712	29,120			
HIGH SCHOOL						
Median	23,000	27,500				
Mean	23,182	27,500				
FEDERAL GOVERNMENT						
Median	24,000	29,145	34,250	29,238	42,000	50,000
Mean	23,528	28,684	34,935			
STATE/LOCAL GOVERNMENT						
Median	22500			30000		
Mean	22593			30000		
HOSPITAL OR LAB						
Median	20,250	28,000	25,000			
Mean	20,647	26,333	26,667			
OTHER						
Median	24,750	29,400	39,600	36,750	41,150	
Mean	25,050	29,450	39,600	35,950	41,150	
TOTAL						
Median	24,000	31,500	47,500	40,000	41,500	54,000
Mean	24,764	31,626	43,499	38,235	40,162	52,368

NOTE: Blanks indicate insufficient responses.

TABLE 22

MEDIAN STARTING SALARIES OF CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL-TIME BY TYPE OF EMPLOYER, DEGREE LEVEL AND SEX, 1992

TYPE OF EMPLOYER	CHEMISTS			CHEMICAL ENGINEERS		
	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
ALL EMPLOYERS	$24,000	$31,500	$47,500	$40,000	$41,500	$54,000
Men	25,000	33,500	48,000	40,000	41,550	53,350
Women	23,450	30,000	47,000	39,550	41,150	56,000
Women as % of Men	93.8	89.6	97.9	98.9	99.0	105.0
INDUSTRIAL EMPLOYERS	25,000	35,000	50,650	40,000	41,500	55,000
Men	26,000	35,000	51,000	40,000	40,800	54,950
Women	25,000	33,500	50,350	40,000	41,500	56,000
Women as % of Men	96.2	95.7	98.7	100.0	101.7	101.9

SOURCE: American Chemical Society, *Starting Salaries, 1992*

TABLE 23

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL–TIME BY HIGHEST DEGREE AND GEOGRAPHIC REGION, 1992

	CHEMISTS			CHEMICAL ENGINEERS		
GEOGRAPHIC REGION	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
PACIFIC						
Median	$24,800	$29,523	$48,000	$40,000	$40,000	$53,000
Mean	25,208	30,006	45,636	38,467	40,133	51,222
MOUNTAIN						
Median	21,906	22,000	37,000	38,000	44,000	
Mean	21,780	23,886	39,333	37,033	44,000	
WEST NORTH CENTRAL						
Median	21,650	32,750	34,712	38,160		55,100
Mean	22,559	32,750	36,982	36,921		55,300
WEST SOUTH CENTRAL						
Median	22,500	28,000	49,350	40,500	42,050	55,500
Mean	23,736	28,429	48,171	40,342	39,958	52,357
EAST NORTH CENTRAL						
Median	24,730	34,500	48,150	39,650	43,250	52,900
Mean	25,308	34,250	45,255	38,163	43,250	51,557
EAST SOUTH CENTRAL						
Median	24,000	33,000	43,000	40,133		52,200
Mean	23,462	33,000	39,600	39,834		52,200
MIDDLE ATLANTIC						
Median	25,500	35,650	50,000	39,250	40,000	53,000
Mean	25,656	35,950	45,988	37,800	36,700	53,767
SOUTH ATLANTIC						
Median	23,000	32,000	39,[illegible]00	39,000	44,000	54,900
Mean	24,472	32,300	42,098	35,990	40,000	50,500
NEW ENGLAND						
Median	24,500	38,700	43,000	35,500		56,500
Mean	25,518	39,400	41,995	34,360		55,783
TOTAL						
Median	24,000	32,000	48,000	39,900	41,500	54,000
Mean	24,751	31,658	43,670	38,228	40,098	52,368

NOTE: Blanks indicate insufficient responses.

TABLE 24

MEDIAN STARTING SALARIES OF CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL–TIME BY DEGREE LEVEL AND EMPLOYER SIZE, 1992

	CHEMISTS			CHEMICAL ENGINEERS		
EMPLOYER SIZE	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
Less than 500	$22,500	$31,500	$44,500	$34,250	$31,700	$56,000
500 – 2,499	26,000	37,900	48,000	39,575	41,150	54,000
2,500 – 9,999	28,040	33,500	51,850	39,000	42,200	53,000
10,000 – 24,999	31,800	37,000	51,000	40,000	45,000	54,000
25,000 or More	28,936	35,000	51,000	40,000	41,550	54,300
TOTAL	25,000	34,750	50,900	40,000	41,500	54,000

NOTE: Blanks indicate insufficient responses.

SOURCE: American Chemical Society, *Starting Salaries, 1992*

TABLE 25

MEDIAN STARTING SALARIES OF CHEMISTS AND CHEMICAL ENGINEERS EMPLOYED FULL–TIME BY DEGREE LEVEL AND TYPE OF INDUSTRY, 1992

TYPE OF INDUSTRY	CHEMISTS			CHEMICAL ENGINEERS		
	B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
Non–manufacturing	22,500	33,000	45,000	38,500	39,800	57,000
Aerospace				34,400	40,000	46,500
Basic Chemicals	28,000		50,000	40,080	41,600	56,450
Specialty Chemicals	25,000	40,200	45,500	39,700	40,000	52,200
Electronics	27,500		49,500	36,000		58,800
Petroleum	34,000	38,250	52,000	41,000	44,760	55,750
Pharmaceuticals	28,000	35,000	52,500	40,500		53,250
Plastics	25,000		50,500	40,200	44,000	53,000
Other Manufacturing	24,000	33,000	51,000	38,800	38,450	54,000
TOTAL	25,000	34,500	50,350	40,000	41,500	55,000

NOTE: Blanks indicate insufficient responses.

TABLE 26

MEDIAN AND MEAN ANNUAL STARTING SALARIES OF INEXPERIENCED CHEMISTS EMPLOYED FULL–TIME BY HIGHEST DEGREE AND WORK FUNCTION, 1992

WORK FUNCTION	HIGHEST DEGREE		
	B.S.	M.S.	PH.D.
TEACHING			
Median	$22,800	25,000	29,000
Mean	22,930	24,567	30,902
MANAGEMENT			
Median	28,550	41,000	40,500
Mean	29,243	41,000	40,500
BASIC RESEARCH			
Median	23,400	32,500	41,378
Mean	24,145	32,718	39,864
APPLIED RESEARCH			
Median	26,500	35,000	50,800
Mean	26,035	34,532	49,699
PRODUCTION			
Median	24,000	28,800	46,000
Mean	24,946	28,350	46,000
OTHER			
Median	22,750	29,000	34,250
Mean	23,753	30,000	32,625
TOTAL			
Median	24,000	32,250	48,000
Mean	24,836	31,851	43,729

SOURCE: Robert Half International, *1993 Salary Guide – Accounting – Finance – Information Systems*

TABLE 27

AVERAGE STARTING SALARY RANGES OF INFORMATION SYSTEMS PERSONNEL EMPLOYED IN LARGE INSTALLATIONS* BY POSITION, 1992 AND 1993

POSITION	SALARY RANGES		PERCENT INCREASE
	1992	1993	
ADMINISTRATION			
Vice President, MIS	$85,000 – $120,000	$88,000 – $124,000	3.4
MIS Director	70,000 – 94,000	74,000 – 96,000	3.7
SYSTEMS & PROGRAMMING			
Senior Manager	61,800 – 82,500	63,800 – 84,550	2.8
Manager	55,500 – 69,500	58,000 – 73,000	4.8
Senior Project Manager	53,000 – 68,000	55,000 – 70,000	3.3
Project Manager	48,000 – 61,500	50,000 – 64,000	1.1
Senior Project Leader	46,000 – 59,000	48,000 – 61,750	4.5
Project Leader	43,000 – 54,000	44,500 – 56,000	3.6
Systems Analyst	40,000 – 50,500	42,000 – 52,500	4.4
Programmer Analyst	33,500 – 44,000	34,000 – 46,000	3.2
Programmer	28,000 – 35,000	28,500 – 35,500	1.6
TECHNICAL SERVICES			
Manager	54,500 – 70,000	56,000 – 72,500	3.2
Systems Programmer	41,500 – 51,500	42,000 – 52,500	1.6
CASE Tool Specialist	46,000 – 64,000	48,000 – 66,000	3.6
DATA BASE SUPPORT			
Data Base Manager	59,000 – 73,500	60,000 – 75,000	1.9
Data Base Administrator	47,000 – 58,000	50,000 – 61,000	5.7
Data Base Analyst	40,000 – 52,000	43,000 – 55,000	6.5
TELECOMMUNICATIONS			
Manager	55,000 – 70,000	57,500 – 73,000	4.4
Telecommunications Specialist	43,000 – 58,000	44,000 – 60,000	3.0
OPERATIONS			
Senior Manager	47,500 – 63,000	49,500 – 64,750	3.4
Manager	41,000 – 51,000	42,000 – 52,000	2.2
Shift Supervisor	31,500 – 40,000	32,000 – 41,750	3.1
Operator	21,500 – 30,000	22,000 – 31,000	2.9
Input/Output Clerk	19,000 – 24,000	20,000 – 25,000	4.7
Data Entry	16,000 – 20,000	16,500 – 21,000	4.2
EDP AUDIT			
Manager	50,000 – 64,000	53,000 – 66,000	4.4
Senior	40,000 – 50,000	42,000 – 52,000	4.4
Staff	30,000 – 40,000	32,000 – 42,000	5.7

*Employs more than 50 information systems professionals

SOURCE: Robert Half International, *1993 Salary Guide – Accounting – Finance – Information Systems*

TABLE 28

AVERAGE STARTING SALARY RANGES OF DATA PROCESSING PERSONNEL IN OCCUPATIONS NOT DIRECTLY RELATED TO INSTALLATION SIZE* BY JOB POSITION, 1992 AND 1993

JOB POSITION	SALARY RANGES				PERCENT INCREASE
	1992		1993		
CONSULTING					
Manager	$55,000 –	$75,000	$59,000 –	$77,000	4.6
Senior	46,000 –	60,500	47,000 –	63,500	3.8
Associate	36,000	49,000	36,500	51,000	2.9
EDP EDUCATION					
Manager	42,000 –	54,000	43,000 –	56,000	3.1
Cirriculum Development	33,000 –	42,000	34,000 –	44,000	4.0
Instructor	29,000 –	42,000	31,000 –	45,000	7.0
SOFTWARE DEVELOPMENT					
Product Manager	54,000 –	80,000	58,750 –	85,500	7.6
Software Engineer	40,000 –	56,000	43,500 –	60,000	7.8
Artificial Intelligence Specialist	40,000 –	70,000	44,000 –	74,000	7.3
PERSONAL COMPUTERS(PCs)					
Systems Development	33,000	49,500	35,000	51,500	4.8
LAN/WAN Specialist	39,000 –	54,000	41,000 –	57,000	5.4

*Employs fewer than 25 data processing professionals

TABLE 29

AVERAGE STARTING SALARY RANGES OF INFORMATION SYSTEMS PERSONNEL EMPLOYED IN SMALL INSTALLATIONS* BY POSITION, 1992 AND 1993

POSITION	SALARY RANGES				PERCENT INCREASE
	1992		1993		
ADMINISTRATION					
MIS Director	$48,000 –	$66,000	$50,000 –	$71,500	6.6
SYSTEMS & PROGRAMMING					
Manager	42,000 –	56,000	44,000	58,500	4.6
Project Manager	40,000 –	50,000	41,000 –	52,000	3.3
Project Leader	36,000 –	45,000	38,000 –	47,000	4.9
Systems Analyst	33,000 –	42,000	34,000 –	44,000	4.0
Programmer Analyst	28,000 –	38,500	29,000 –	39,000	2.3
Programmer	24,000 –	32,000	24,500 –	33,000	2.7
OPERATIONS					
Manager	29,000 –	39,000	30,000 –	40,000	2.9
Operator	19,000 –	26,000	20,000 –	27,000	4.4
Input/Output Clerk	16,500 –	20,500	17,000 –	21,000	2.7
Data Entry	14,500 –	18,500	15,600 –	19,000	4.8

*Employs fewer than 50 information system professionals

SOURCE: American Mathematical Society, *NOTICES*, Vol. 39, No. 9, November 1992

TABLE 30

MEDIAN STARTING SALARIES IN MATHEMATICS FOR PHD'S BY TYPE OF EMPLOYER OR ACTIVITY AND SEX, 1991 AND 1992

TYPE OF EMPLOYER/ACTIVITY	MEN		WOMEN	
	1991	1992	1991	1992
Teaching or Teaching & Research (9 Months)	$33,000	$34,000	$33,200	$34,900
Teaching or Teaching & Research (12 Months)	35,000	35,500	47,200	
Research (9 Months)	29,000	29,000		
Research (12 Months)	31,000	30,000	34,000	37,000
Business and Industry (12 Months)	52,000	52,000	48,100	54,900
Government (12 Months)	42,400	34,000		

NOTE: Blanks indicate too few respondents for data to be meaningful.

SOURCE: American Mathematical Society, *NOTICES*, Vol. 37, No.9, November 1990 & Vol. 39. No.9, November 1992

TABLE 31

MEDIAN BEGINNING SALARIES IN MATHEMATICS FOR P.H.D'S BY TYPE OF EMPLOYER OR ACTIVITY, 1987 – 1992

YEAR	TYPE OF EMPLOYER/ACTIVITY					
	Teaching or Teaching & Research (9 Months)	Research (9 Months)	Teaching or Teaching & Research (12 Months)	Research (12 Months)	Business and Industry (12 Months)	Government (12 Months)
1987	$28,000	$30,000	$31,500	$28,700	$45,100	$36,000
1988	29,300	28,000	33,000	29,500	44,000	34,300
1989	31,000	27,000	31,500	31,700	46,400	37,800
1990	32,000	30,000	36,500	30,000	49,500	37,800
1991	33,000	29,500	35,000	32,000	51,000	42,300
1992	34,000	29,000	35,500	30,200	53,000	53,000

SOURCE: American Institute of Physics, *1991–92 Survey of Physics and Astronomy Bachelor's Degree Recipients*, Pub. R–211.24, March 1993

TABLE 32

DISTRIBUTION AND MEDIAN MONTHLY STARTING SALARIES OF PHYSICS BACHELOR'S DEGREE RECIPIENTS BY TYPE OF EMPLOYER AND SEX, 1992

TYPE OF EMPLOYER	MEN (283 Reported Salaries)		WOMEN (56 Reported Salaries)		TOTAL (339 Reported Salaries)		
	% Distribution by Employer	Median Salary	% Distribution by Employer	Median Salary	% Distribution by Employer	Median Salary	Women's Salaries as a % of Men's
Industry – Manufacturing	21%	$2,500	15%	$2,890	20%	$2,500	115.6
Industry – Service	22	2,310	26	2,020	23	2,250	87.4
High School	10	2,350	15	2,230	11	2,330	94.9
College or University	5	2,020	4		5	2,020	
Government, Civilian	7	2,040	18	2,080	9	2,080	102.0
Government, Military	32	1,960	18	1,750	29	1,920	89.3
Other	3		4		3	1,920	
TOTAL	100	2,080	100	2,030	100	2,085	97.6

NOTE: Blanks indicate insufficient data.

SOURCE: American Institute of Physics, 1990–91 *Graduate Student Survey*, July 1992

TABLE 33

MEDIAN MONTHLY STARTING SALARIES OF NEW PHYSICS GRADUATES BY DEGREE LEVEL AND TYPE OF EMPLOYER, 1991

TYPE OF EMPLOYER	BACHELOR'S	MASTER'S	PH.D.	
			Postdocs	Permanent Position
Secondary School	$2,380	$2,440		
Four–Year College				$3,000
University	1,850	2,270*	$2,420	3,550
Industry	2,510	2,920	3,710	4,165
FFRC**	1,920	2,830	2,830	4,165
Government, Including Military			2,830	3,150
Other			2,650	
ALL EMPLOYERS	2,085	2,710	2,560	3,660

*Includes Four–Year Colleges. **Federally Funded Research Centers.

NOTE: Blanks indicate insufficient data.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 34

NUMBER, MEDIAN AND MEAN MONTHLY STARTING SALARIES OF BACHELOR'S GRADUATES IN SCIENCE AND ENGINEERING EMPLOYED IN NONSUPERVISORY POSITIONS IN RESEARCH AND DEVELOPMENT BY FIELD OF HIGHEST DEGREE, 1993

FIELD OF HIGHEST DEGREE	Number	Median	Mean
Engineering	134	$3,097	$3,163
Chemistry	27	2,545	2,600
Physics	4	2,643	2,622
Other Physical Sciences	12	2,862	3,231
Life Sciences – Other	6	2,623	3,134
Mathematics & Statistics	10	2,745	2,935
Computer Science	44	2,920	2,907

TABLE 35

NUMBER, MEDIAN AND MEAN MONTHLY STARTING SALARIES OF BACHELOR'S GRADUATES IN SCIENCE AND ENGINEERING EMPLOYED IN NONSUPERVISORY POSITIONS IN RESEARCH AND DEVELOPMENT BY WORKING–AS–OCCUPATION, 1993

WORKING–AS–OCCUPATION	Number	Median	Mean
Aeronautical/Astronautical Engineer	6	$3,054	$2,952
Chemical Engineer	34	3,260	3,270
Electrical/Electronic Engineer	48	2,999	3,020
Environmental Science Engineer	7	2,748	2,714
Mechanical Engineer	12	2,920	2,968
Chemist	27	2,499	2,538
Atmospheric/Earth/Marine/Space Scientist	5	2,088	2,477
Biological Scientist	9	2,500	2,696
Computer Scientist	53	2,860	2,890

SOURCE: American Geological Institute, *Geoscientific Employment and Hiring Survey, 1991*

TABLE 36

MEDIAN STARTING SALARIES OF INEXPERIENCED GEOLOGISTS BY TYPE OF EMPLOYER AND DEGREE LEVEL, 1991

TYPE OF EMPLOYER	DEGREE LEVEL		
	BA/BS	MA/MS	Ph.D.
Domestic Oil and Gas Industry	$36,250	$38,500	$43,750
Domestic Mining and Minerals Industry	28,350	31,650	35,000
Federal Government	21,650	27,900	32,800
State Government	21,550	26,650	32,050
Research Institutions	20,850	26,250	30,000
DOE–Funded National Laboratories	32,500	35,000	42,500
Environmental/Hydrogeology/Geotechnical Firms	28,750	33,750	37,500
Academia	21,250	24,150	33,550
ALL EMPLOYERS	23,100	28,100	33,600

SOURCE: American Political Science Association, *APSA Survey of Departments, 1991–92*, 1993

TABLE 37

BEGINNING MEDIAN SALARIES FOR NEW FACULTY MEMBERS IN POLITICAL SCIENCE BY TYPE OF DEPARTMENT AND DEGREE LEVEL, 1991–92

TYPE OF DEPARTMENT	Number of Depts.	With Ph.D.	Without Ph.D.
ALL DEPARTMENTS	683	$30,000	$26,000
Ph.D. Departments			
21 or More Faculty	60	35,000	34,000
20 or Less Faculty	49	32,000	29,750
Masters Departments			
11 or More Faculty	73	30,000	27,812
10 or Less Faculty	74	30,000	26,000
Undergrduate Political Science Departments			
Public Institutions	72	26,000	30,000
Private Institutions	161	29,000	25,500
Undergrduate Social Science and Combined Departments	181	23,000	26,000

SOURCE: Cooperative Education Research Program, Wayne State University, *1992 Cooperative Education Student Employee Salary and Benefits Survey Midwest Region,* March 1993

TABLE 38

AVERAGE AND MEDIAN SALARIES PAID TO NEW COOPERATIVE EDUCATION BACHELOR'S GRADUATES IN THE MIDWEST** BY CURRICULUM, 1992

CURRICULUM	AVERAGE* SALARY	MEDIAN SALARY
BUSINESS		
All Business	$26,124	$25,644
Accounting	25,764	24,732
Banking and Finance	26,292	26,412
Management	26,580	25,356
Management Information Systems	27,984	28,200
Marketing	24,708	24,924
HUMANITIES AND SOCIAL SCIENCES		
All Humanities and Social Sciences	19,224	18,372
Humanities	18,468	17,592
Social Sciences	20,040	19,200
SCIENCES		
All Sciences	27,312	26,640
Agriculture	19,728	19,092
Biological	27,456	29,460
Computer Science	27,312	24,960
Chemistry	26,400	27,966
Mathematics	29,316	29,400
Physics	30,936	30,792
ENGINEERING		
All Engineering	31,752	27,240
Chemical	33,960	33,804
Civil	29,436	27,780
Electrical, Electronics and Computer	32,184	25,800
Industrial	31,356	29,856
Mechanical	32,448	24,000
Engineering Technology	28,596	28,800
OTHER		
Architecture	19,800	20,004
Economics	24,024	25,800
Nursing and Allied Health	24,696	24,768
Criminal Justice	21,012	19,200

* Prior Work Experience Not Considered.

**Includes Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio and Wisconsin.

SOURCE: Cooperative Education Research Program, Wayne State University, *1992 Cooperative Education Student Employee Salary and Benefits Survey Midwest Region*, March 1993

TABLE 39

AVERAGE AND MEDIAN SALARIES PAID TO NEW COOPERATIVE EDUCATION ASSOCIATE DEGREE GRADUATES IN THE MIDWEST** BY CURRICULUM, 1992

CURRICULUM	AVERAGE* SALARY	MEDIAN SALARY
BUSINESS		
All Business	$18,408	$17,628
Accounting	17,868	17,808
Banking and Finance	16,968	17,352
Secretarial Sciences	17,100	16,068
Business/Management/Agribusiness	18,048	17,904
Data Processing	18,972	17,508
Hospitality/Hotel and Food Management	20,328	20,328
Sales/Marketing/Merchandising	22,549	20,904
ENGINEERING AND RELATED		
All Engineering and Related	22,092	21,000
Civil and Construction	21,276	20,640
Drafting and Design	21,804	20,268
Electrical and Electronics	21,972	21,600
Mechanical and Mechanics	23,508	21,600
OTHER		
Graphics and Commercial Arts	15,120	15,360
Medical/Nursing and Related	24,516	24,516
Criminal Justice/Law Enforcement	15,300	15,300

* Prior Work Experience Not Considered.

**Includes Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio and Wisconsin.

SOURCE: U. S. Department of Labor, *Occupational Outlook Handbook*, 1992–93 Edition

TABLE 40

STARTING SALARIES OF SCIENTISTS BY OCCUPATION, TYPE OF EMPLOYER AND HIGHEST DEGREE ATTAINED, 1991

OCCUPATION	ESTIMATED NUMBER EMPLOYED IN 1990	TYPE OF EMPLOYER IN 1991					
		PRIVATE INDUSTRY			FEDERAL GOVERNMENT		
		B.S.	M.S.	PH.D.	B.S.	M.S.	PH.D.
Engineers	1,519,000	$31,900	$36,200	$50,400			
Mathematicians	22,000	28,000	29,200	38,500	17,000–21,000	25,700–31,000	31,000–37,300
Statisticians	16,000	28,000			17,000–21,000	25,700–31,000	31,000–37,300
Agricultural Scientists	25,000	20,100 – 24,200	26,700	43,650	17,000–21,000	21,000–25,700	31,000–37,300
Biological Scientists	62,000	21,500	24,000	31,800	17,000–21,000	21,000–25,700	31,000–37,300
Foresters & Conservationists	29,000				17,000–21,000	21,000–25,700	31,000–37,300
Geologists & Geophysists	48,000	28,400	37,100	52,200	17,000–21,000	21,000–25,700	31,000–37,300
Meteorologists	5,500				17,000–21,000	21,000–25,700	31,000–37,300
Chemists	83,000	27,100	34,400	48,600	17,000–21,000	21,000–25,700	31,000–37,300
Physicists	20,000	28,550	27,200	38,900	17,000–21,000	21,000–25,700	31,000–37,300
Accountants & Auditors	985,000	26,600	31,300		17,000–21,000	25,700	
Psychologists	125,000	22,500	23,200	45,100	17,000–21,000	25,700	31,000–37,300
Economists & Marketing Research Analysts	37,000	25,900* 23,900**	41,800* 43,500**	43,000*	17,000–21,000	25,700	31,000–37,300
Social Scientists	224,000		30,850		17,000–21,000	25,700	31,000–37,300
Actuaries	130,000	32,300			17,000–21,000	21,000–25,700	31,000–37,300
Sociologists	3,000	20,100	24,250		17,000–21,000	25,700	31,000–37,300
Computer Programmers	565,000	27,200	34,400		17,000–21,000		31,000–37,300
Comptuer Systems Analysts	463,000	27,400			17,000–21,000	21,000–25,700	
Engineering Technicians	755,000				13,500–17,000		

NOTES: Estimated number employed does not include faculty. * For economists. ** For marketing research analysts.

SALARIES OF EXPERIENCED SCIENTIFIC AND TECHNICAL PERSONNEL

Surveys of doctoral scientists and engineers are conducted by the **National Research Council** on a sample of individuals drawn from a roster of doctoral recipients. Prior to 1991, the **Survey of Doctoral Recipients** was composed of three segments: individuals with U.S.-earned doctorates in science and engineering; individuals with U.S. earned doctorates in education or professional fields who were employed in science and engineering; and individuals with foreign-earned doctorates who were working in science and engineering in the United States. But with the 1991 survey, changes were made. The survey was restricted to only one segment: individuals with U.S. earned doctorates in science and engineering. Additionally, prior to 1991, the survey population consists of individuals who earned doctorates with a 42-year period prior to the survey year, which translates into excluding anyone over the age of 72. However, in 1991, the survey population was redefined to include those who were 75 years of age or younger. The survey population was also reduced by about 59% in 1991 because of budgetary constraints, and the reference period was changed from February of the survey year to September. This means that between the 1989 and 1991 surveys, 31 months had elapsed as opposed to 24 months between predecessor surveys. The response rate was up substantially in 1991 to nearly 80%, compared with 55% in 1989. All these changes make comparisons with earlier data impossible. The **Doctorate Records File** is maintained by the **National Academy of Sciences/National Research Council.** Information from the 1991 **Survey of Doctorate Recipients,** the tenth in a biennial series first conducted in 1973, will be published by the **National Science Foundation.**

The median annual salary for all doctoral scientists and engineers in 1991 was $60,700. Salaries varied considerably by a number of variables including field. By field, the top salary went to engineers - $70,200, followed by computer/information scientists at $69,100. At the other end of the scale, sociologists/anthropologists reported the lowest salary - $50,500. By subfield of engineering, aeronautical/astronautical engineers reported the highest median salary - $73,200, while engineers receiving their PhDs in materials science reported the lowest - $65,000. As expected, engineering PhDs working in business and industry reported the highest salaries regardless of subfield of engineering - **Table 41**. Throughout the stages of their careers, doctorates in computer science earned more than those in other fields. However, since engineering doctorates have a higher overall median salary, this advantage appears to reverse in the later stages of career progression in the computer science (**Tables 42** and **44**). By sex, women engineers tended to catch up to women computer scientists earlier. As shown in **Table 43**, women engineering doctorates had caught up to women computer/information PhDs after five years of professional experience, while it took men 20 years. **Table 45** shows this same finding by age with men PhDs in engineering taking longer to overtake their computer science counterparts than it did for women. However, regardless of field or years of professional experience, male doctorates in science and engineering earned more than females. Overall, men PhDs earned $62,800 - nearly 20% more than their female counterparts who earned $50,400.

Those doctoral scientists and engineers working in business and industry received the highest salaries - $70,200, while those working in state and local governments received the lowest - $47,500. Salaries of doctorates by type of employer ranged from a high of $100,000 reported by 'other' self-employed social scientists in business/industry to a low of $40,800 for environmental scientists working in state and local government, (**Table 46**). With the exception of women psychologists, economists and sociologists/anthropologists working for the federal government, women reported lower salaries than men regardless of field or type of employer (**Table 47**).

Teaching, the dominant work activity of doctoral scientists, continues to provide the lowest salary. In 1991, the median annual salary of PhD scientists and engineers who reported teaching as their primary work activity was $54,200 - 33% less than the $80,400 earned by PhDs reporting management of R&D as their principal work activity (**Table 48**). This was true for both men and women. Women working in research and development more closely approach salary parity with their male colleagues if they received their PhD in the computer/information sciences. The largest discrepancy for women working in R&D is in the field of economics where women earned only 79.2% of salaries earned by men (**Table 49**).

By geographic area, doctoral scientists and engineers working in the Pacific region reported the highest median salaries - $65,200, while those working in the West North Central reported the lowest - $54,700. Computer/information scientists working in the Pacific region reported the highest salary - $75,200 - while sociologists/anthropologists working in the West North Central reported the lowest - $45,500 (**Table 50**).

Overall women doctorates in science and engineering earned 20% less than men. **Table 51** shows that women with doctorates in statistics/probability had reached closer salary parity with their male counterparts. The largest discrepancy was in the medical sciences where women PhDs earned only 77% of the salary earned by men. Generally, white PhDs earned more than minority PhDs and women earned less than minorities. By citizenship, native-born U.S. citizens with doctorates earned less than those who were naturalized U.S. citizens, but non-U.S. citizens working in the U.S. earned the least, regardless of field (**Table 52**).

The **New Entrants Survey** provides data on recent bachelor's and master's degree recipients in science and engineering fields who have entered the labor force. The 1990 survey of 1988 and 1989 bachelor's and master's graduates was conducted for the **National Science Foundation** by the **Institute for Survey Research at Temple University**. A total of 25,686 graduates were sampled and responses were provided by 73.3% or 18,834 graduates. The survey finds that women already earn less than their male colleagues one to two years after receipt of their degree. In all science and engineering fields in 1990, women bachelor's degree graduates of 1988 and 1989 had a median annual salary $7,900 (26.8%) below the $29,500 median reported by men. However, in the field of engineering, women reported slightly higher salaries than did their male colleagues - $33,800 to $33,000, and in computer sciences, women salaries were nearly the same as men's - $30,000 compared to $30,600. Bachelor's graduates working in science and engineering reported higher salaries than did those not employed in non-science and engineering **Table 53**). A similar salary differential exists at the master's level between men and women. However, at the master's level, women in biology and the social sciences reported higher salaries than their male colleagues, and the salary advantage of women engineers at the bachelor's level had disappeared (**Table 54**). As was true at the doctoral level, both bachelor's and master's graduates working in teaching reported the lowest annual salaries, while bachelor's graduates engaged in research and development and master's graduates working in management reported the highest salaries (**Table 55**). Both bachelor's and master's degree scientists and engineers employed in business and industry reported the highest salaries, while bachelor's graduates working in educational institutions and master's degree graduates working in state and local governments reported the lowest salaries (**Table 56**). Median annual salaries in 1990 by racial/ethnic group for both bachelor's and master's degree graduates are shown in Table 57.

The seventh edition of **COMPENSATION AND BENEFITS IN RESEARCH AND DEVELOPMENT**, reports on a survey conducted by **Abbott, Langer & Associates** and provides data on both base salary and total cash compensation of employees in R&D in 172 participating organizations. The survey is divided into three reports: compensation in R&D for directors, managers and supervisors; for engineers, scientists and technologists; and for technicians. By job position, those with training in astronomy working as research and development directors reported the highest median annual salary - $97,502, while psychologists working as R&D unit supervisors reported the lowest - $28,852. Salaries of scientists and engineers working in research and development by job position and discipline are shown in **Table 58**). Where a R&D scientist or engineer is employed has an effect on salary. R&D specialists working in the Phoenix area reported the highest median annual salaries - $72,600 - while those working in Rochester, NY reported the lowest - $20,490 (**Table 59**). By state, those R&D specialists working in Arizona earned the highest median salaries - $72,600 - while those working in New York earned the least - $28,324 (**Table 60**). Overall, R&D specialists working in the North Central states reported the highest salaries - $48,008, while those working in the Northeastern states reported the lowest - $31,843 (**Table 61**).

As expected, the more experienced R&D scientists and engineers reported higher salaries regardless of job position, although in later working life, salaries did begin to drop (**Table 62**). Research and development specialists working in nonprofit contract research centers reported the lowest median salaries - $32,843, while those working in manufacturing organizations reported the highest - $47,030 (**Table 63**). **Table 64** presents annual salaries by work function and job position, while **Table 65** shows the effect of level of education on salary by job position.

The annual **NATIONAL COMPENSATION SURVEY OF RESEARCH AND DEVELOPMENT SCIENTISTS AND ENGINEERS** has been conducted for the **U.S. Department of Energy** for over 30 years. The 1993 survey report, conducted since 1991 by **Wyatt Data Services**, a subsidiary of **The Wyatt Company**, covers researchers throughout the United States, selected from approximately 650 medium to large R&D organizations. By working-as-occupation, those scientists and engineers working in mathematics reported the highest average monthly salary at all levels - bachelor's ($5,037), master's ($5,414) and doctorates ($6,379). At the other end of the scale, those baccalaureates working as biologists reported the lowest average salary ($3,601), and master's degree biologists were lowest at $4,044. Those with doctorates in chemistry reported the lowest average salary - an average of $5,215 per month. (**Tables 66, 67** and **68**). **Table 71** summarizes the monthly salary of R&D scientists and engineers by working-as-occupation for all three degree levels.

Those R&D scientists and engineers working in industry regardless of degree level or years since first degree (**Table 69**) reported the highest salaries. Overall, those R&D scientists and engineers working in industry reported a median salary of $5,060, followed closely by those working in contract research centers at $5,055, while those working in education institutions reported the lowest median salaries - $4,183 per month (**Table 72**).

By highest degree field, engineering baccalaureates had higher average monthly salaries in the early part of their careers, but physicists caught up and reported a higher overall median salary of $5,070, compared with $4,578 for engineers. At the master's and doctorate levels, physicists again reported the highest overall average salaries (**Table 70**). **Table 73** summarizes these data for all degree levels, with physicists reporting the highest salary and life scientists the lowest. By geographic region, R&D scientists and engineers working in the Southwest reported the highest salaries at the bachelor's and master's level, while PhDs earned the most in the northeast (**Table 74**). By type of industry, R&D scientists and engineers working in petroleum reported the highest salaries at all degree levels (Table 73).

Supervisory scientists and engineers working as division directors reported the highest salaries in the biological sciences - an average $9,383 per month, while those working in environmental engineering reported the lowest - an average $7,262 per month (**Table 76**). By highest degree field, those first level supervisors who earned their degree in physics reported the highest average salaries - $7,100 per month, while those in the life sciences earned the least - $6,139 per month (**Table 77**).

The annual profile of scientists and engineers working in research and development by **RESEARCH & DEVELOPMENT** Magazine finds that in most cases, the nearly 5,000 U.S. scientists and engineers working in research and development who responded to the survey got little or no raises at all for 1992. As shown in **Table 78**, although physicists still retained their number one ranking, there was a slightly drop in their median salary. Decreases were also found for aeronautical engineers, electrical engineers, mathematicians, and geologists.

The research and development scientist or engineer with a doctoral degree can expect a career income advantage in excess of $2 million over a 35-year career, over his R&D colleague who did not go beyond the baccalaureate level. The median salary of a PhD was $60,920, compared to $43,790 for a baccalaureate R&D scientist or engineer (**Table 79**). As other surveys have shown, those R&D scientists and engineers working in industry reported higher median salaries than did their colleagues in either government or academe (**Table 80**).

The **American Council of Independent Laboratories Employee Wage and Salary Survey**, conducted by **Abbott, Langer & Associates** reports the results from the 211 independent laboratories who responded to the ACIL survey. By primary field of practice, those employees with bachelor's degrees working in mechanical engineering reported the highest median salary - $39,500, as did master's degrees employees working in metallurgy at $48,600, and doctorates in geotechnical engineering at $45,000 (**Table 81**).

SALARIES 1993, the annual survey of salaries and employment of its members by the **American Chemical Society**, reports that the poor economic climate for chemists and chemical engineers continues in 1993. Unemployment among chemists and chemical engineers as of March 1, 1993 was up for the third year in a row. Median salaries as of March 1, 1993 were up 3.6% at the bachelor's level, 3% at the master's level, and 4.7% for PhDs over 1992. Median salaries for chemical engineers increased at all degree levels with baccalaureates and doctorates experiencing an 8.2% and 9.2% increase, but at the master's level less than 1% increase was seen. Median salaries of chemists and chemical engineers from 1973 through 1993 by level of degree are shown in **Table 82**.

Salaries of chemists employed in industry vary by chemical specialty, work function, and type of industry. Overall, by chemical specialty, those chemists employed in materials science report the highest salary at all three degree levels, but chemists working in business administration report the highest median salaries at all degree levels (**Table 83**). In industry, management continues to pay well. PhDs in R&D management and general management had median salaries of $85,000- and $90,500 respectively. This compares with $60,000 for those in production and $64,000 for those in basic research (**Table 84**). Salaries at the bachelor's level were higher in the plastics, rubber and petroleum industries while PhDs working in the petroleum and basic chemicals industries earned higher salaries (**Table 85**).

As in previous surveys, regardless of degree level, chemists working in industry reported the highest salaries, while those working in other non-academic reported the lowest (**Table 86**). Both the number of subordinates and supervisory status have an effect on salary. As shown in **Table 87**, the higher the number of subordinates, the higher then salary for all three degree levels. A bachelor's level chemist having no subordinates reports a median salary of $39,500, compared with a chemist responsible for between 50-99 subordinates who earns $72,000. Chemists having supervisory duties also earn more than those who do not. At the PhD level, supervisory chemists report a median salary of $70,00, compared to $60,000 for non-supervisory chemists (**Table 89**).

Salaries also differ by geographic region. The median salary of PhDs in industry ranged from a high of $72,000 in the New England area to a low of $63,075 in the East South Central region (**Table 88**).

Women chemists continue to earn less than their male colleagues. The median salary for all women was $45,000 - only 75% of the $60,000 median for all men. In part, this is because women, as a group, have less experience, are younger, and less likely to have a graduate degree than their male colleagues. But even after adjusting the salaries to account for this difference, a salary disparity exists. As shown in **Table 90**, it is lowest for government employees, about 5%, and highest in academia, about 15%. **Table 91** shows that the salary gap between men and women widens with years since receipt of the bachelor's degree.

Average salaries of geologists follow the usual pattern - the higher the degree and the more experience, the higher the salary. However, as reported by the **American Geological Institute** from statistics compiled by **MLA Resources** for the **American Association of Petroleum Geologists**, bachelor's level geologists with 20 or more years of experience reported the highest salary - $98,700 (**Table 92**).

The **American College of Toxicology** collects data on salaries of PhD toxicologists. As shown in **Table 93**, women toxicologists earn less than do their male colleagues regardless of years of experience. The highest salary reported was by male PhD toxicologists with 20+ years of experience - $82,500.

The fifth annual salary and employment status survey of the **American Association of Pharmaceutical Scientists** reports on the responses of 37.5% of the 4,714 members of the AAPS. Pharmaceutical scientists are concentrated in New Jersey, Pennsylvania, California, New York, and Michigan. The average base salary for all respondents in 1992 was $69,300, up 4.2% from 1990. Pharmaceutical scientists earn more working in industry and least working in government (**Table 94**). However, regardless of where they work or the level of experience, men earn more than women Overall, women earn about 24% less than their male colleagues (**Table 95**).

As expected, within each of the degree areas, pharmaceutical scientists salaries increase with years of experience. Additionally, the distribution of salaries continues to widen consistently as years of experience increase (**Table 96**). Pharmaceutical scientists whose highest degree is in clinical pharmacology report the highest salary - $90,600, while those with a degree in toxicology report the lowest - $60,400 (**Table 97**).

As one would expect, the highest salaries are paid to pharmaceutical scientists in management positions . The highest reported salary was for PhDs working in general management - $101,200, while the lowest was reported by those working in drug stability (**Table 98**). **Table 99** shows average salaries by geographic region. The highest salary was reported by PhDs working in the West - $80,400.

1991 SALARIES IN PSYCHOLOGY is the seventh in a series of reports issued by the **American Psychological Association**. A total of 12,646 respondents, 81% of whom were PhDs and employed full-time, while 19% were at the master's level and employed full-time, provided data for the analysis. Not surprisingly, psychologists in independent practice report higher salaries than do those who are employed in faculty positions, regardless of metropolitan area. The highest median salary at the doctoral-level was reported by psychologists in independent practice working in the Dallas Metropolitan area - $77,500 while psychologists who were faculty in the Portland area reported the lowest - $36,000 (Table 100). Doctoral-level psychologists working in administration regardless of geographic region reported the highest salaries - **TABLE 102**. Although women PhD psychologists begin their careers with near salary parity, the salary gap widens with the years of experience. This is true regardless of type of position (**Table 105**). Minority PhD psychologists also generally report higher salaries than do women (**Table 103**). Salaries of PhD psychologists by type of position and years of work experience are shown in **Table 104**. Master's level psychologists earn more working in research administration - $61,000 - and the least as faculty - $35,000 (**Table 101**). Further information on psychologists is presented in the section on faculty salaries.

Information on the salaries of members of the ten member societies of the **American Institute of Physics** are collected and published biennially. **1992 SALARIES: Society Membership Survey**, the eighth in a series, reports that physicists employed in industry command the highest salaries regardless of degree or experience level, while those employed in academia earn the least (**Tables 106, 107** and **108**). Women comprise only a small proportion of the physics workforce, are younger, and earn less than their male colleagues regardless of employment setting. For example, women PhD physicists working in industry earned 16% less than their male colleagues (**Table 109**). 1992 salaries of industrial PhD physicists showed little variation by primary work activity, regardless of how long they had been working (**Table 110**) .

By geographic region, those doctoral physicists working in the Pacific states report the highest median salaries - $65,000, while those working in the West North Central earn the least (**Table 111**). Highest median salaries were reported by PhD physicists working in industry in the New England region - $79,000 (**Table 112**). By selected metropolitan area, doctoral physicists working in the Houston area reported the highest median salaries - $68,000, and the lowest are in the Columbus, OH area (**Table 113**). By state, the highest median salary was reported by physicists working in New Jersey ($72,000), followed by those working in Northern California - $70.000. Physicists working in Kansas reported the lowest median salary - $43,300 (**Table 114**).

Salaries vary widely among information systems and data processing personnel and are a function of several factors, according to the eighth annual survey of 568 organizations reported in **COMPENSATION IN THE MIS/DP FIELD** by **Abbott, Langer & Associates** and sponsored by **Data Processing Management Association**. Median salaries ranged from a high of $54,000 for MIS and Data Processing Directors to a low of $15,000 for junior data entry operators. Average and median salary and total compensation are reported for 54 MIS/dp positions in **Table 115**.

A number of factors affect salaries paid to MIS/dp personnel. Although industry pays the highest salaries, some jobs pay more in manufacturing organizations, while others command higher salaries in non-manufacturing organizations. Educational institutions and state and local governments continue to pay the lowest salaries (**Table 116**). Other factors influencing salary are level of education (**Table 117**), length of experience (**Table 118**), and geographic area (**Table 119**). In general, the more education, the more experience and working in the Northeastern or Pacific regions increases salary levels.

Salaries increased an average 4.72% in 1991 - down from 5.6% in 1990, according to the results of **DATAMATION'S** annual **Salary Survey**, which reports salaries for 100 dp positions. The survey noted that these professionals were dealt a double blow - smaller raises than the overall national average and a decline in total MIS/DP employment levels. But the 1991 Consumer Price Index only grew at a 2.7% level, thus IS salaries grew 2.1% in real terms. There is some demand, but the job descriptions are highly specific and quite often require expertise in several technologies. Often, knowledge of an industry or of one or more business functions is required. Although not many computer professionals face unemployment, they are doing jobs that are less mobile because of the softening demand. The sluggishness extends across all companies, including the **Fortune 500** companies and banking institutions. As shown in other surveys of data processing personnel, what you do and where you work has an important influence on salary. **Table 120** presents average salaries by type of industry and job position for 1991. Salaries range from a high of $157,500 paid to chief information officers/vice presidents (CIO/VP) in IS Management working in the dp services industry to a low of $23,125 earned by managers of applications/operating systems programming working in the government. Geographic regions also influence salaries paid to data processing personnel. Of the geographic regions noted in **Table 121**, salaries ranged from a high of $133,409 for chief information officers/vice presidents working in San Francisco to a low of $20,588 for a manager of applications/operating systems programming working in Tampa.

The **Information Technology Association of America (ITAA)**, formerly the **Association of Data Processing Services Organization (ADAPSO)**, and **William M. Mercer, Incorporated** report salaries of selected data processing personnel in the **1992 ITAA COMPENSATION SURVEY RESULTS**. The 1992 report presents results from 134 companies (including divisions and subsidiaries) reporting on 25,495 individual salary rates. Overall, the total compensation of mid-level management employees increased an average of only 2.8% in 1992, while technical personnel in systems and programming jobs experienced a 4.2% increase during the year. Salaries vary by level of responsibility and geographic area. For example, lead operating systems/software programmer/analysts report the highest median salaries in the Northeast - $55,200 - and the lowest in the Midwest - $46,600 (**Table 122**), while senior software development programmer/analysts report the highest salaries in California and Hawaii, and the lowest in the Southeast (**Table 123**). Technical writers had the highest median salaries at the senior and intermediate levels in the Northeast, while customer service representatives at those levels of responsibility reported higher salaries in the California and Hawaii (**Tables 124 and 125**). Customer support technicians reported the highest salaries working in the Northeast regardless of level of responsibility (**Table 126**) while applications programmer/analysts reported higher salaries in California and Hawaii regardless of level of responsibility (**Table 127**). **Table 128** presents median salaries for a variety of data processing jobs by geographic area. Overall, salaries ranged from a high of $72,700 for operating systems/software programming analysis managers to a low of $15,600 for intermediate data entry operators. Type of service has an effect on salaries paid to data processing personnel as is shown in **Table 129**.

The twelfth annual edition of **COMPENSATION IN THE ACCOUNTING/FINANCIAL FIELD** by **Abbott, Langer & Associates** reports data from 159 organizations for accounting/financial personnel by a number of variables. **Table 130** presents salaries by type of organization and type of position. Median salaries ranged from a high of $57,350 for accounting/auditing managers working in insurance firms to a low of $16,250 for junior accountants working in banking and other financial organizations. Regardless of where they worked, supervisory accountants/auditors earned more than non-supervisory accountants/auditors. Level of education has an effect on salary. Accounting/financial personnel with an MBA degree report higher salaries regardless of type of position as shown in **Table 131**. Salaries of accounting personnel by length of experience are shown in **Table 132**.

Salaries of accounting/financial personnel also are influenced by the area where they work. Generally, they earn more working in the Northeast and Pacific areas, regardless of position (**Table 133**). Senior accountants/auditors reported the highest median salary in the Philadelphia metropolitan area, and the lowest in the Chicago area (**Table 134**). By state, non-supervisory accountants/auditors have higher median salaries working in Maryland and the lowest working in Wisconsin (**Table 135**).

The median weekly earnings of full-time wage and salary workers by sex in selected occupations is collected annually and reported by the **Bureau of Labor Statistics**. **Table 136** reports salaries for workers in science, engineering and related fields by sex for 1991 and **Table 137** reports the data for organizations employing 50,000 or more by sex for 1992. In the engineering fields in 1991, women come closest to matching the salary of men in mechanical engineering, earning 94.8 of what men do, while in the natural sciences, women's salary surpassed men's in the atmospheric science category, although there were very few female workers in this group, the figures may be distorted. Overall, in the professional specialty occupations, women earned only 74.7% of what men did. In 1992, there was a little movement towards salary parity. In the professional specialty occupations, women earned 76.2% of what men did.

The **U S. Department of Labor, Bureau of Labor Statistics** conducts occupational compensation surveys in various metropolitan areas. **Tables 138, 139** and **140** present weekly earnings by level of responsibility of engineers and engineering technicians, computer personnel, accountants, and attorneys for five different metropolitan areas - San Francisco, Chicago, Baltimore, Boston, and San Antonio.

Data compiled by **U. S. News & World Report** by geographic region and level of responsibility for a number of occupations is presented in **Table 141**. Salaries range from a high for pathologists, regardless of the geographic area in which they work to a low for physical therapists.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 41

MEDIAN SALARIES OF DOCTORAL ENGINEERS BY SUBFIELD OF ENGINEERING AND TYPE OF EMPLOYER, 1991

SUBFIELD	TOTAL*	BUSINESS AND INDUSTRY		EDUCATIONAL INSTITUTIONS		FEDERAL GOVERNMENT
		Total	Not Self-Employed	Total	4-Year College/ Univ.	Median Salary
ALL ENGINEERS	**$70,200**	**$71,600**	**$70,900**	**$67,800**	**$67,900**	**$65,400**
Aeronautical/Astronautical	73,200	75,600	72,000	72,300	72,300	
Chemical	71,700	74,700	74,300	66,200	66,200	
Civil	65,200	64,900	65,500	66,400	66,400	63,900
Electrical/Electronics	74,200	75,900	75,900	72,800	73,000	70,800
Materials Science	65,000	63,000	63,200	70,700	70,700	
Mechanical	68,900	73,200	72,300	67,200	67,300	59,900
Nuclear	70,400	67,700	67,600	70,500	70,700	
Systems Design	71,300	72,800	72,200	69,000	69,000	
Other	69,100	70,500	70,400	66,400	67,000	61,200

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries. * Total includes individuals in "other" and "no response" categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 42

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE AND YEARS OF PROFESSIONAL EXPERIENCE, 1991

FIELD OF DEGREE	TOTAL*	YEARS OF PROFESSIONAL EXPERIENCE								No Report
		< 5	5–9	10–14	15–19	20–24	25–29	30–34	> 34	
ALL FIELDS	$60,700	$46,000	$51,900	$60,400	$65,600	$71,000	$75,800	$77,700	$81,800	$60,700
PHYSICAL SCIENCES	65,100	47,700	55,300	63,600	70,000	72,800	74,100	75,600	80,600	65,000
Chemistry	63,200	49,600	55,300	62,600	69,500	71,500	70,900	70,900	76,700	
Physics/Astronomy	67,100	44,000	55,200	65,500	70,500	74,100	79,800	77,500	85,000	
MATHEMATICAL SCIENCES	60,800	42,700	50,400	55,900	63,200	71,300	70,800			
Mathematics	60,100	41,900	49,300	55,200	63,000	70,600	68,700			
Statistics/Probability	62,400		52,000	62,000	67,600	80,000				
COMPUTER/INFO. SCIENCES	68,100	61,300	67,800	75,600	80,400					
ENVIRONMENTAL SCIENCES	60,200	41,400	50,500	60,100	63,900	73,200	76,700			
Earth Sciences	60,300	41,300	48,800	60,500	62,300	72,200	78,100			
Oceanography	60,400		52,500	56,400						
Atmospheric Sciences	58,300									
ENGINEERING	70,200	55,200	62,000	70,800	75,100	80,700				
LIFE SCIENCES	55,500	41,600	47,200	55,600	61,100	66,700	73,000	73,900	82,800	51,700
Biological Sciences	55,500	39,300	46,000	55,300	61,100	66,000	72,600	73,200	85,500	50,900
Agricultural Sciences	51,500	40,200	44,300	52,500	56,900	62,400	70,800			
Medical Sciences	59,500	47,200	53,100	62,300	67,100	75,800	84,800	86,600		
PSYCHOLOGY	55,500	42,500	50,600	55,500	60,200	64,200	73,500	77,100		
SOCIAL SCIENCES	56,100	42,600	48,100	57,000	62,100	64,900	73,700	74,800	81,000	60,500
Economics	64,300	48,900	55,100	64,600	72,100	78,200	91,000			
Sociology/Anthropology	50,500	36,600	42,500	50,800	56,000	60,000	62,800	80,600		
Other Social Sciences	55,200	42,600	4,690	56,800	6,090	60,700	73,400			

NOTE: Median salaries were computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.
* Total includes individuals in 'other' and 'no response' categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 43

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE, SEX, AND YEARS OF PROFESSIONAL EXPERIENCE, 1991

FIELD OF DEGREE	PROFESSIONAL EXPERIENCE															
	Total*		Less than 5		5–9		10–14		15–19		20 24		25–29		30–34	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
ALL FIELDS	$62,800	$50,400	$48,000	$42,000	$53,700	$48,100	$61,300	$54,700	$67,000	$59,200	$72,500	$57,300	$77,000	$63,000	$78,400	$68,000
PHYSICAL SCIENCES	65,600	55,400	47,600	47,700	55,400	53,900	63,800	60,900	70,300	65,200	73,200	65,200	74,400		75,800	
Chemistry	64,300	55,000	50,000	48,100	55,500	53,900	62,800	60,700	70,000	64,300	72,100	55,900	70,900		74,300	
Physics/Astronomy	67,500	58,000	44,200	40,600	55,200	53,800	65,600	65,000	70,900		74,300		79,900		77,200	
MATHEMATICAL SCIENCES	61,300	52,800	43,500	39,300	50,500	46,200	56,100	55,400	63,200	64,500	71,500		70,900			
Mathematics	60,900	50,700	42,800	35,900	49,600	48,200	55,400	50,400	63,100	61,100	70,500		69,100			
Statistics/Probability	62,600	61,100			52,300		61,800		66,700		80,300					
COMPUTER/INFO. SCIENCES	69,000	63,400	61,300	59,700	67,900	61,300	75,700		80,400							
ENVIRONMENTAL SCIENCES	60,600	51,400	40,900	45,900	50,500	49,500	60,200		65,100		72,800		76,900			
Earth Sciences	60,700	51,600	40,800	45,500	49,400	45,700	60,500		62,600		70,800		80,000			
Oceanography	60,900															
Atmospheric Sciences	59,400															
ENGINEERING	70,400	59,600	55,300	55,100	61,900	62,200	70,700	72,900	75,100		80,700		84,700		90,400	
LIFE SCIENCES	58,300	48,500	42,000	41,000	48,000	45,500	57,000	51,800	62,900	55,800	67,800	57,600	72,900	75,400	74,500	73,200
Biological Sciences	58,200	48,300	40,500	37,000	47,600	44,100	56,400	51,400	63,000	55,500	67,100	57,500	72,700		73,100	
Agricultural Sciences	52,900	41,700	40,300	40,000	44,800	43,500	53,300		56,900		62,700		70,500			
Medical Sciences	65,800	50,600	50,000	46,200	56,300	50,300	68,600	55,100	70,500	60,000	77,500	60,600	86,600		95,300	
PSYCHOLOGY	58,900	50,300	45,000	40,700	51,500	50,100	55,700	54,700	60,400	56,600	67,000	54,900	78,800		77,000	
SOCIAL SCIENCES	58,900	50,000	44,600	39,300	49,200	45,900	58,000	55,100	62,800	58,700	65,900	58,200	73,900		75,300	
Economics	65,100	57,400	51,100	46,700	55,500	53,400	64,700	60,600	70,400		80,000	64,000	91,100			
Sociology/Anthropology	51,400	47,400	39,000	36,200	42,700	42,000	50,000	52,600	52,000	59,000	60,800	53,200	62,800			
Other Social Sciences	56,900	48,600	44,100	40,300	48,100	46,100	57,400	55,200	65,300	55,000	60,500	67,200	73,700			

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes individuals in "other" and "no response" categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 44

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE AND AGE, 1991

FIELD OF DEGREE	TOTAL	AGE								
		Under 30	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65–69
ALL FIELDS	$60,700	$48,900	$48,800	$53,200	$59,100	$65,000	$68,600	$69,800	$70,000	$70,200
PHYSICAL SCIENCES	65,100	47,200	50,700	57,700	65,100	71,000	70,800	75,000	73,200	67,900
Chemistry	63,200	50,800	51,400	57,100	63,400	70,400	70,300	71,300	70,700	63,900
Physics/Astronomy	67,100		47,800	58,400	66,000	73,300	72,600	78,700	77,300	75,400
MATHEMATICAL SCIENCES	60,800		46,200	50,100	61,500	64,600	70,200	67,800	79,200	61,800
Mathematics	60,100		44,300	48,300	59,600	64,300	68,600	67,000	82,500	64,100
Statistics/Probability	62,400			52,200	62,900	70,300	80,700			
COMPUTER/INFO. SCIENCES	68,100		64,000	68,900	67,100	92,400	80,300			
ENVIRONMENTAL SCIENCES	60,200		45,600	48,900	57,500	61,900	70,500	70,200	70,800	
Earth Sciences	60,300		46,100	46,100	58,500	63,000	70,900	65,600	70,600	
Oceanography	60,400				55,900	60,700				
Atmospheric Sciences	58,300					60,400				
ENGINEERING	70,200	55,100	56,800	62,000	70,200	77,100	78,800	80,500	74,300	80,700
LIFE SCIENCES	55,500	36,200	42,100	48,600	53,500	59,500	65,100	64,100	67,300	70,000
Biological Sciences	55,500	[illegible]2,300	42,000	48,400	53,500	59,700	65,700	63,200	67,700	70,800
Agricultural Sciences	51,500		41,700	45,300	50,200	55,900	61,500	62,000	65,500	
Medical Sciences	59,500		43,000	53,300	59,300	60,800	67,100	72,200	67,700	65,700
PSYCHOLOGY	55,500		42,100	50,500	55,500	58,800	60,500	60,600	62,700	61,900
SOCIAL SCIENCES	56,100		46,300	47,600	52,500	[illegible],400	60,500	63,100	64,600	70,500
Economics	64,300		56,100	57,400	60,500	75,800	67,400	74,000	67,500	73,800
Sociology/Anthropology	50,500		39,500	42,300	47,800	51,100	55,100	59,000	58,600	61,200
Other Social Sciences	55,200		42,400	43,200	52,900	58,100	60,500	66,800	64,000	72,600

NOTE: Median salaries were computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes individuals in 'other' and 'no responce' categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 45

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE, SEX, AND AGE, 1991

FIELD OF DEGREE	AGE Total*		30–34		35–39		40–44		45–49		50–54		55–59		60–64	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
ALL FIELDS	$62,800	$50,400	$50,400	$44,300	$55,400	$47,400	$60,800	$51,200	$67,000	$53,600	$70,100	$54,500	$72,000	$54,000	$70,700	$54,800
PHYSICAL SCIENCES	65,600	55,400	50,600	51,700	58,000	55,800	65,500	60,100	72,100	63,300	71,800	60,000	75,300	50,600	73,300	
Chemistry	64,300	55,000	51,200	52,300	57,700	55,400	64,200	59,900	70,600	65,400	70,600	59,600	72,300		70,800	
Physics/Astronomy	67,500	58,000	47,600	48,600	58,500	58,200	67,000	62,100	74,100	60,000	72,700		79,000		75,800	
MATHEMATICAL SCIENCES	61,300	52,800	46,800		50,100	48,600	61,500	61,800	64,500	65,000	70,600		68,100		79,500	
Mathematics	60,900	50,700	45,100		47,900		60,100	50,800	64,400	63,100	69,100		67,000		85,100	
Statistics/Probability	62,600	61,100			52,600		62,300		70,200		80,700					
COMPUTER/INFO. SCIENCES	69,000	63,400	64,300		70,000	63,700	67,400	63,200	95,100	70,100						
ENVIRONMENTAL SCIENCES	60,600	51,400	45,600	45,700	49,400	45,800	57,800		63,200		70,400		70,300		73,000	
Earth Sciences	60,700	51,600	46,300		45,400	45,100	58,700		63,400		70,600		65,800		70,800	
Oceanography	60,900								60,800							
Atmospheric Sciences	59,400								62,500							
ENGINEERING	70,400	59,600	56,700	57,000	62,500	60,100	70,300	65,600	77,300		78,800		80,600		74,300	
LIFE SCIENCES	58,300	48,500	42,400	40,600	50,400	45,300	55,800	50,000	60,500	52,700	67,900	52,800	65,600	54,600	69,600	55,800
Biological Sciences	58,200	48,300	42,600	40,400	50,400	45,200	55,800	48,800	60,600	54,100	69,000	53,100	64,100	54,900	70,200	59,300
Agricultural Sciences	52,900	41,700	42,000		46,500	41,200	50,400	40,900	56,800		62,000		63,300		65,500	
Medical Sciences	65,800	50,600	43,200	42,800	58,200	48,400	65,800	51,000	70,400	52,400	72,800	53,200	78,700	56,300	85,700	50,100
PSYCHOLOGY	58,900	50,300	42,500	41,300	53,400	47,100	55,800	53,300	60,400	52,100	62,200	55,000	63,400	54,400	68,100	54,900
SOCIAL SCIENCES	58[illegible]	50,000	48,000	41,600	50,400	44,700	54,600	50,300	61,900	52,300	61,300	55,900	65,900	53,200	66,800	54,000
Economics	65[illegible]	57,400	56,800	47,000	60,400	53,900	60,600	58,800	76,000	74,800	67,600		74,400		67,000	
Sociology/Anthropology	57,400	47,400	42,000		42,600	41,800	47,100	48,400	55,800	47,800	55,100	54,500	60,800	53,500	65,000	
Other Social Sciences	56,900	48,600	43,700	41,000	44,500	41,400	55,200	50,100	60,200	50,900	61,200	52,600	67,400	51,300	68,500	

NOTE: Median salaries were computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes PhDs under 30 and over 64, and no response.

SOURCE: National Science Foundation, *1991 Survey ot Doctorate Recipients*, 1993

TABLE 46

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE AND TYPE OF EMPLOYER, 1991

		EDUCATION		BUSINESS AND INDUSTRY			COVERNMENT		
FIELD OF DEGREE	TOTAL*	Total	4-Year Colleges/ Univerisitie	Total	Not Self-Employed	Self-Employed	Federal Civilian	State/ Local	Non-profit
ALL FIELDS	$60,700	$56,300	$56,800	$70,200	$70,000	$72,900	$60,300	$47,500	$59,600
PHYSICAL SCIENCES	65,100	61,100	61,400	68,800	68,500	72,700	61,700	45,400	63,500
Chemistry	63,200	56,500	57,100	67,000	66,800	71,700	61,300	45,800	57,500
Physics/Astronomy	67,100	64,500	64,900	73,000	72,600	90,700	62,700		65,900
MATHEMATICAL SCIENCES	60,800	56,700	57,500	70,700	70,100	96,900	70,300		
Mathematics	60,100	55,800	56,500	70,600	70,000		74,200		
Statistics/Probability	62,400	60,000	60,000	70,800	70,300				
COMPUTER/INFO. SCIENCES	68,100	63,600	63,600	75,600	75,600				
ENVIRONMENTAL SCIENCES	60,200	55,600	55,800	70,400	70,500		62,200	40,800	55,900
Earth Sciences	60,300	55,400	55,600	72,300	72,300		62,700	42,000	
Oceanography	60,400	56,000	56,400	67,400			60,300		
Atmospheric Sciences	58,300	51,900	51,900						
ENGINEERING	70,200	67,800	67,900	71,600	70,900	75,600	65,400	50,700	72,200
LIFE SCIENCES	55,500	52,100	52,500	65,200	65,400	60,800	54,500	47,200	56,700
Biological Sciences	55,500	52,000	52,500	65,500	65,300	75,500	54,500	46,400	56,400
Agricultural Sciences	51,500	50,100	50,000	55,600	57,200	48,200	54,200	45,800	
Medical Sciences	59,500	55,000	55,200	70,900	72,100	65,600	57,000	53,000	59,800
PSYCHOLOGY	55,500	53,400	53,400	70,500	65,400	75,100	54,700	48,500	50,000
SOCIAL SCIENCES	56,100	55,100	55,100	70,500	70,600	65,900	66,000	47,900	52,400
Economics	64,300	60,400	60,700	90,200	90,300	90,100	68,500	51,500	
Sociology/Anthropology	50,500	51,300	51,400	50,000	50,100	45,600	52,400	42,500	40,500
Other Social Sciences	55,200	52,500	52,300	73,000	70,700	100,000	67,400	46,900	56,000

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes individuals in "other" and "no response" categories.

SOURCE: National Science Foundation, *1991 Survey ot Doctorate Recipients*, 1993

TABLE 47

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE, SEX, AND TYPE OF EMPLOYER, 1991

	TYPE OF EMPLOYER											
	Total		Wom as % of	Business/ Industry		Wom as % of	Education		Wom as % of	Federal Government		Wom as % of
FIELD OF DEGREE	Men	Women	Men	Men	Women	Men	Men	Women	Men	Men	Women	Men
ALL FIELDS	$62,800	$50,400	80.3	$70,700	$60,300	85.3	$59,200	$48,000	81.1	$60,800	$54,700	90.0
PHYSICAL SCIENCES	65,600	55,400	84.5	70,200	60,100	85.6	61,700	47,200	76.5	62,100	52,700	84.9
Chemistry	64,300	55,000	85.5	68,400	60,100	87.9	58,300	43,700	75.0	61,700		
Physics/Astronomy	67,500	58,000	85.9	73,600	63,500	86.3	65,100	55,100	84.6	62,800		
MATHEMATICAL SCIENCES	61,300	52,800	86.1	70,900	68,300	96.3	58,100	46,700	80.4	69,400		
Mathematics	60,900	50,700	83.3	70,600	70,300	99.6	57,900	44,800	77.4	70,600		
Statistics/Probability	62,600	61,100	97.6	78,000			60,500	55,000	90.9			
COMPUTER/INFO. SCIENCES	69,000	63,400	91.9	75,900	70,200	92.5	64,200	61,300	95.5			
ENVIRONMENTAL SCIENCES	60,600	51,400	84.8	70,900	55,700	78.6	56,300	50,600	89.9	63,500		
Earth Sciences	60,700	51,600	85.0	74,300	55,700	75.0	55,800	47,400	84.9	63,500		
Oceanography	60,900						56,500					
Atmospheric Sciences	59,400						57,800					
ENGINEERING	70,400	59,600	84.7	72,200	60,000	83.1	68,000	60,500	89.0	65,700		
LIFE SCIENCES	58,300	48,500	83.2	67,500	56,100	83.1	55,200	46,800	84.8	55,400	48,200	87.0
Biological Sciences	58,200	48,300	83.0	68,300	57,100	83.6	55,200	45,800	83.0	55,500	48,400	87.2
Agricultural Sciences	52,900	41,700	78.8	57,100	41,900	73.4	51,000	42,800	83.9	54,800		
Medical Sciences	65,800	50,600	76.9	75,500	56,900	75.4	60,900	49,300	81.0	60,400	48,800	80.8
PSYCHOLOGY	58,900	50,300	85.4	75,200	60,800	80.9	56,300	48,100	85.4	53,700	57,900	107.8
SOCIAL SCIENCES	58,900	50,000	84.9	73,600	60,400	82.1	56,300	48,200	85.6	66,800	60,600	90.7
Economics	65,100	57,400	88.2	90,600			61,300	51,700	84.3	68,100	72,900	107.0
Sociology/Anthropology	51,400	47,400	92.2	50,100	42,000	83.8	53,500	47,600	89.0	48,800	56,200	115.2
Other Social Sciences	56,900	48,600	85.4	73,900	65,300	88.4	55,200	46,600	84.4	70,000		

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes individuals in "other" and "no response" categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 48

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE AND PRIMARY WORK ACTIVITY, 1991

FIELD OF DEGREE	PRIMARY WORK ACTIVITY												
		RESEARCH AND DEVELOPMENT				MANAGEMENT OR ADMIN.							
	TOTAL	Total	Basic Research	Applied Research	Development	Total	Of R&D	Other Than R&D	Teaching	Consulting	Professional Services	Reporting/ Stat/ Comp Acti	Other No Report
ALL FIELDS	$60,700	$60,700	$56,800	$60,800	$65,800	$74,800	$80,400	$67,300	$54,200	$70,300	$57,300	$55,800	$61,200
PHYSICAL SCIENCES	65,100	62,500	60,400	62,600	65,300	80,800	83,000	75,200	57,200	75,500	75,800	59,700	65,000
Chemistry	63,200	60,600	58,500	60,700	62,400	78,600	80,000	70,700	53,300	74,100	70,100	53,300	65,400
Physics/Astronomy	67,100	65,500	62,500	65,500	68,300	86,300	89,300	83,300	61,500	75,900	80,600	65,400	61,900
MATHEMATICAL SCIENCES	60,800	64,900	59,100	69,900	63,900	88,400	100,100	75,500	53,200	69,300		65,600	70,700
Mathematics	60,100	65,500	59,500	69,500	65,400	85,700	97,700	75,600	52,400			65,500	
Statistics/Probability	62,400	61,700	58,100	70,200		100,800			57,000				
COMPUTER/INFO. SCIENCES	68,100	68,900	67,400	64,700	75,500	94,100	96,300	86,800	60,700			80,000	
ENVIRONMENTAL SCIENCES	60,200	60,300	60,000	60,200		72,000	74,400	60,300	63,500	70,200		55,600	55,200
Earth Sciences	60,300	61,900	60,100	62,300		73,000	75,900	60,500	53,000	70,500		56,000	55,300
Oceanography	60,400	56,600	56,900	54,400									
Atmospheric Sciences	58,300	55,600		51,800									
ENGINEERING	70,200	65,700	65,800	64,600	70,000	85,600	83,600	90,500	66,500	72,000	94,200	60,800	72,500
LIFE SCIENCES	55,500	54,000	52,100	55,500	56,900	70,600	75,200	63,800	50,700	62,500	67,500	48,600	51,400
Biological Sciences	55,500	54,500	52,400	56,600	56,100	70,200	73,500	62,000	50,700	63,500	77,600	50,000	51,800
Agricultural Sciences	51,500	50,500	45,800	50,600	54,200	72,600	75,400	72,300	49,500	52,500		47,000	50,500
Medical Sciences	59,500	58,400	54,000	59,600	67,900	70,900	80,300	61,200	51,400	70,100	62,700	56,600	52,700
PSYCHOLOGY	55,500	60,000	58,700	55,800	65,200	58,400	67,200	56,300	51,200	65,400	55,200	50,700	60,200
SOCIAL SCIENCES	56,100	60,400	58,300	61,100	50,200	67,400	69,900	66,600	52,000	70,600	51,500	50,800	61,500
Economics	64,300	69,700	69,900	69,200		83,500	90,100	80,900	56,700	80,200		63,800	80,300
Sociology/Anthropology	50,500	50,600	51,500	48,400		57,100	63,400	52,600	50,300			48,600	45,000
Other Social Sciences	55,200	57,500	51,700	61,600		68,300	70,400	66,400	50,800	67,000	52,600	48,800	65,400

NOTE: Median salaries were computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 49

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE, SEX, AND PRIMARY WORK ACTIVITY, 1991

FIELD OF DEGREE	PRIMARY WORK ACTIVITY											
	Total*		Wom as % of	Research & Development		Wom as % of	Management/ Administration.		Wom as % of	Teaching		Wom as % of
	Men	Women	Men	Men	Women	Men	Men	Women	Men	Men	Women	Men
ALL FIELDS	$62,800	$50,400	80.3	$62,300	$51,000	81.9	$78,100	$57,400	73.5	$56,100	$47,100	84.0
PHYSICAL SCIENCES	65,600	55,400	84.5	63,400	55,800	88.0	82,600	72,200	87.4	58,900	43,400	73.7
Chemistry	64,300	55,000	85.5	61,200	55,300	90.4	79,600	70,100	88.1	55,300	42,500	76.9
Physics/Astronomy	67,500	58,000	85.9	65,600	60,600	92.4	86,800			61,900	48,900	79.0
MATHEMATICAL SCIENCES	61,300	52,800	86.1	65,300	54,500	83.5	85,900			54,900	45,600	83.1
Mathematics	60,900	50,700	83.3	66,000			85,900			53,400	45,200	84.6
Statistics/Probability	62,600	61,100	97.6	62,000						57,300		
COMPUTER/INFO. SCIENCES	69,000	63,400	91.9	68,900	68,300	99.1	94,600			61,000	58,100	95.2
ENVIRONMENTAL SCIENCES	60,600	51,400	84.8	60,600	52,700	87.0	72,600			55,200	51,000	92.4
Earth Sciences	60,700	51,600	85.0	62,400	54,500	87.3	74,100			63,600		
Oceanography	60,900			58,000								
Atmospheric Sciences	59,400			55,500								
ENGINEERING	70,400	59,600	84.7	65,900			85,300	79,600	93.3	66,700	59,200	88.8
LIFE SCIENCES	58,300	48,500	83.2	55,800	48,100	86.2	73,900	56,300	76.2	52,500	46,100	87.8
Biological Sciences	58,200	48,300	83.0	56,400	47,600	84.4	72,500	58,000	80.0	52,100	44,500	85.4
Agricultural Sciences	52,900	41,700	78.8	51,000	40,800	80.0	75,100			50,500	42,900	85.0
Medical Sciences	65,800	50,600	76.9	62,200	52,200	83.9	80,200	56,100	70.0	57,200	48,300	84.4
PSYCHOLOGY	58,900	50,300	85.4	61,600	51,200	83.1	60,800	52,900	87.0	55,100	46,700	84.8
SOCIAL SCIENCES	58,900	50,000	84.9	62,300	51,200	82.2	70,700	57,400	81.2	53,800	47,300	87.9
Economics	65,100	57,400	88.2	75,000	59,400	79.2	84,200			57,700	50,400	87.3
Sociology/Anthropology	51,400	47,400	92.2	51,500	46,800	90.9	57,200	57,100	99.8	51,900	47,000	90.6
Other Social Sciences	56,900	48,600	85.4	60,400	48,800	80.8	70,600	50,100	71.0	52,300	45,600	87.2

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.
* Total includes individuals in "other" and "no response" categories.

SOURCE: National Science Foundation, *1991 Survey of Doctorate Recipients*, 1993

TABLE 50

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE AND GEOGRAPHIC AREA, 1991

FIELD OF DEGREE	TOTAL	GEOGRAPHIC AREA								
		New England	Middle Atlantic	E. North Central	W. North Central	South Atlantic	E. South Central	W. South Central	Mountain	Pacific
ALL FIELDS	$60,700	$60,800	$64,300	$60,200	$54,700	$60,800	$55,400	$58,100	$58,100	$65,200
PHYSICAL SCIENCES	65,100	66,000	67,500	62,000	60,500	64,800	58,900	60,700	64,100	70,300
Chemistry	63,200	63,600	66,000	62,600	60,200	63,300	58,400	58,900	60,700	65,800
Physics/Astronomy	67,100	70,200	69,600	60,400	61,700	67,600	59,800	65,400	65,900	73,300
MATHEMATICAL SCIENCES	60,800	63,800	63,500	60,000	53,700	61,600	52,700	51,000	61,300	67,500
Mathematics	60,100	66,100	63,300	59,700	52,900	61,000	52,200	50,400	60,600	67,500
Statistics/Probability	62,400		68,300			71,200				
COMPUTER/INFO. SCIENCES	68,100	73,500	70,900	68,700		65,500		64,700		75,200
ENVIRONMENTAL SCIENCES	60,200	56,600	60,300	45,300	55,500	60,300	52,000	65,300	58,100	66,500
Earth Sciences	60,300	55,500	58,200	48,400		60,000		68,900	58,100	68,600
Oceanography	60,400					61,200				60,700
Atmospheric Sciences	58,300									
ENGINEERING	70,200	70,900	70,800	67,000	68,000	68,100	63,400	69,200	70,200	74,400
LIFE SCIENCES	55,500	55,600	6,050	58,000	52,100	56,200	50,000	50,700	50,200	57,000
Biological Sciences	55,500	55,400	60,300	57,200	51,800	56,200	50,500	50,900	50,300	56,900
Agricultural Sciences	51,500	51,700	59,900	53,100	51,200	55,400	47,700	46,500	48,100	54,300
Medical Sciences	59,500	60,000	62,700	62,500	54,400	58,400	56,400	55,000	55,300	60,300
PSYCHOLOGY	55,500	56,200	59,900	55,200	48,700	54,900	55,500	51,400	51,700	60,300
SOCIAL SCIENCES	56,100	55,400	60,100	55,700	50,300	61,000	55,700	50,000	51,100	58,500
Economics	64,300	60,000	67,100	67,400	51,300	68,900	62,500	62,000	53,800	60,900
Sociology/Anthropology	50,500	49,100	54,800	50,500	45,500	50,300	48,400	48,000	48,300	52,100
Other Social Sciences	55,200	55,400	58,500	54,000	51,400	58,400	51,000	48,000	52,400	59,500

NOTE: Median salaries were computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.
* Total includes individuals in 'other' and 'no responce' categories.

SOURCE: National Science Foundation, *1991 Survey ot Doctorate Recipients*, 1993

TABLE 51

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS BY FIELD OF DEGREE, SEX, AND RACE/ETHNICITY, 1991

		SEX			RACE/ETHNICITY								
FIELD OF DEGREE	Total	Men	Women	Wo as % of Men	White	Wh as % of Total	Black	Bl as % of Total	Hispanic	Hi as % of Total	Asian/ Pacific Islander	Ai as % of Total	Native American
ALL FIELDS	$60,700	$62,800	$50,400	80.3	$60,900	100.3	$53,300	87.8	$55,100	90.8	$60,200	99.2	$56,400
PHYSICAL SCIENCES	65,100	65,600	55,400	84.5	65,600	100.8	57,900	88.9	60,500	92.9	59,500	91.4	
Chemistry	63,200	64,300	55,000	85.5	64,200	101.6	56,700	89.7	60,200	95.3	58,600	92.7	
Physics/Astronomy	67,100	67,500	58,000	85.9	68,100	101.5	60,300	89.9	61,000	90.9	60,800	90.6	
MATHEMATICAL SCIENCES	60,800	61,300	52,800	86.1	61,400	101.0	59,200	97.4	52,600	86.5	53,600	88.2	
Mathematics	60,100	60,900	50,700	83.3	60,600	100.8	58,700	97.7	52,800	87.9	53,000	88.2	
Statistics/Probability	62,400	62,600	61,100	97.6	65,600	105.1					55,600	89.1	
COMPUTER/INFO. SCIENCES	68,100	69,000	63,400	91.9	70,200	103.1					64,300	94.4	
ENVIRONMENTAL SCIENCES	60,200	60,600	51,400	84.8	60,500	100.5			65,500	108.8	53,800	89.4	
Earth Sciences	60,300	60,700	51,600	85.0	60,600	100.5					54,100	89.7	
Oceanography	60,400	60,900			60,500	100.2							
Atmospheric Sciences	58,300	59,400			58,300	100.0							
ENGINEERING	70,200	70,400	59,600	84.7	71,200	101.4	60,500	86.2	60,800	86.6	65,200	92.9	
LIFE SCIENCES	55,500	58,300	48,500	83.2	55,800	100.5	50,100	90.3	51,900	93.5	52,200	94.1	55,300
Biological Sciences	55,500	58,200	48,300	83.0	55,800	100.5	50,900	91.7	53,900	97.1	50,700	91.4	67,300
Agricultural Sciences	51,500	52,900	41,700	78.8	51,900	100.8	39,500	76.7	45,800	88.9	47,100	91.5	
Medical Sciences	59,500	65,800	50,600	76.9	59,800	100.5	50,900	85.5	62,800	105.5	60,500	101.7	
PSYCHOLOGY	55,500	58,900	50,300	85.4	55,600	100.2	52,200	94.1	52,100	93.9	50,400	90.8	
SOCIAL SCIENCES	56,100	58,900	50,000	84.9	56,500	100.7	50,900	90.7	47,900	85.4	54,400	97.0	48,800
Economics	64,300	65,100	57,400	88.2	65,800	102.3	48,500	75.4	54,900	85.4	55,300	86.0	
Sociology/Anthropology	50,500	51,400	47,400	92.2	50,700	100.4	50,300	99.6	46,000	91.1	45,500	90.1	
Other Social Sciences	55,200	56,900	48,600	85.4	55,300	100.2	51,800	93.8	44,400	80.4	60,000	108.7	

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

SOURCE: National Science Foundation, *1991 Survey ot Doctorate Recipients*, 1993

TABLE 52

MEDIAN ANNUAL SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS EMPLOYED FULL–TIME BY FIELD OF DEGREE AND CITIZENSHIP, 1991

FIELD OF DEGREE	TOTAL*	CITIZENSHIP				
		U.S. Total	U.S. Native	U.S. Natlzd	Non–U.S. Total	Non–U.S. Perm Res
ALL FIELDS	$60,700	$61,100	$60,700	$65,600	$53,400	$55,200
SCIENCES	59,000	59,900	59,400	61,400	50,400	51,800
PHYSICAL SCIENCES	65,100	65,700	65,600	66,500	51,200	53,800
Chemistry	63,200	64,200	64,200	64,200	50,900	53,200
Physics/Astronomy	67,100	68,400	68,200	69,800	51,700	55,200
MATHEMATICAL SCIENCES	60,800	61,900	61,900	63,000	48,700	50,600
Mathematics	60,100	61,300	61,100	63,100	46,700	47,600
Statistics/Probability	62,400	67,000	68,700	63,000	51,800	55,000
COMPUTER/INFO. SCIENCES	68,100	70,300	69,800	75,300	61,800	66,200
ENVIRONMENTAL SCIENCES	60,200	60,500	60,500	60,400	48,700	48,700
Earth Sciences	60,300	60,500	60,600	60,700	48,800	52,700
Oceanography	60,400	60,500	60,300			
Atmospheric Sciences	58,300	59,700	60,100			
LIFE SCIENCES	55,500	55,700	55,500	60,300	48,500	50,100
Biological Sciences	55,500	55,700	55,600	58,900	46,800	48,200
Agricultural Sciences	51,500	51,900	52,000	51,000	45,300	49,600
Medical Sciences	59,500	60,000	58,400	69,700	55,200	55,800
PSYCHOLOGY	55,500	55,500	55,500	53,300	50,900	55,000
SOCIAL SCIENCES	56,100	56,600	56,600	56,800	48,300	48,300
Economics	64,300	65,300	66,000	59,000	58,200	55,000
Sociology/Anthropology	50,500	50,800	50,500	55,400	44,600	45,100
Other Social Sciences	55,200	55,600	55,600	55,000	46,400	47,100
ENGINEERING	70,200	72,300	72,700	70,900	57,600	60,100
Aero/Astro	73,200	73,900	73,500	78,900	61,000	
Chemical	71,700	74,200	73,000	77,800	60,300	60,300
Civil	64,200	66,600	67,100	65,500	52,400	56,100
Elec./Electron	74,200	76,900	78,300	73,200	60,800	64,500
Materials Science	65,000	68,300	68,100	68,700	54,500	56,300
Mechanical	68,900	73,100	75,200	70,100	54,400	56,600
Nuclear	70,400	71,900	70,100	80,700		
Systems Design	71,300	72,600	72,100			
Other Engineering	68,100	70,000	70,300	69,500	56,700	57,600

Note: Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Total includes individuals for whom citizenship was unspecified and from whom no responce was received.

SOURCE: National Science Foundation, *Characteristics of Recent Science and Engineering Graduates: 1990*, NSF 92–316

TABLE 53

MEDIAN ANNUAL SALARIES OF 1988 AND 1989 SCIENCE/ENGINEERING BACHELOR'S DEGREE GRADUATES* BY FIELD OF DEGREE, S/E EMPLOYMENT STATUS, AND SEX, 1990

FIELD OF DEGREE	TOTAL EMPLOYED			SCIENCE/ENGINEERING EMPLOYED			NON–SCIENCE/ENGINEERING EMPLOYED		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
TOTAL, ALL FIELDS	**$26,000**	**$29,500**	**$21,600**	**$30,000**	**$30,600**	**$24,600**	**$21,400**	**$24,000**	**$20,000**
Physical Sciences	25,100	26,500	24,900	26,000	26,900	25,000	25,000	25,600	22,000
Chemistry	25,100	27,000	23,600	25,500	27,200	23,900	25,000	26,600	22,000
Physics/Astronomy	28,000	28,200		29,000	30,000				
Other Physical Science	25,000	25,000		21,100					
Math/Statistics	23,600	2,400	23,000	25,000	25,800	24,000	20,300	22,400	17,000
Computer Sciences	30,100	30,600	30,000	30,300	31,000	29,500	27,900	27,900	30,600
Environmental Sciences	23,700	24,000	22,900	23,900	24,000	23,000	18,000		
Engineering	33,000	33,000	33,800	33,300	33,000	33,900	32,000	32,100	31,800
Life Sciences	21,000	23,000	19,600	21,000	22,600	20,000	20,200	24,000	18,300
Biology	20,500	22,500	20,000	20,600	21,900	20,100	20,100	24,000	19,700
Agricultural Sciences	21,100	24,000	18,000	21,900	24,000	19,100	21,000	24,500	16,600
Psychology	18,600	21,300	18,000	18,200	26,000	17,800	19,000	20,000	18,300
Social Sciences	21,900	23,900	20,100	22,000	24,500	21,000	21,500	23,000	20,100
Economics	25,000	25,100	21,100	25,000	25,500		24,000	25,000	22,900
Sociology/Anthropology	20,800	21,100	20,500	21,500			20,600	21,100	20,000
Other Social Sciences	20,800	21,500	20,000	21,000	21,000	21,000	20,100	21,900	20,000

NOTES: Median salaries computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Data excludes individuals enrolled full–time in graduate school.

SOURCE: National Science Foundation, *Characteristics of Recent Science and Engineering Graduates: 1990*, NSF 92–316

TABLE 54

MEDIAN ANNUAL SALARIES OF 1988 AND 1989 SCIENCE/ENGINEERING MASTER'S DEGREE GRADUATES* BY FIELD OF DEGREE, S/E EMPLOYMENT STATUS, AND SEX, 1990

FIELD OF DEGREE	TOTAL EMPLOYED			SCIENCE/ENGINEERING EMPLOYED			NON–SCIENCE/ENGINEERING EMPLOYED		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
TOTAL, ALL FIELDS	$37,000	$39,000	$32,800	$38,000	$39,600	$33,800	$32,000	$32,100	$30,100
Physical Sciences	34,900	36,000	31,000	35,000	36,400	31,000	31,000	28,000	
Chemistry	34,000	34,900	33,300	33,500	34,900	32,100			
Physics/Astronomy	38,000	38,400		38,400	38,500				
Other Physical Science	32,000	35,900	28,700	33,800	36,400	28,700	27,000		
Math/Statistics	32,800	35,000	30,000	33,900	34,800	32,100	24,600		
Computer Sciences	42,100	42,900	40,100	42,200	43,000	40,100	39,100	41,000	
Environmental Sciences	33,800	35,000	31,800	33,900	35,300	30,200	25,100		
Engineering	41,400	42,000	40,100	41,100	41,700	40,000	43,900	46,900	
Life Sciences	26,900	26,900	26,600	25,300	26,000	25,000	27,000	27,000	28,000
Biology	26,600	26,000	27,400	25,000	25,000	25,700	27,100		
Agricultural Sciences	27,000	30,000	24,600	26,900	29,000	23,800	27,000		
Psychology	32,000	36,900	32,000	32,100		28,000	31,000		32,400
Social Sciences	31,000	30,000	31,200	30,100	26,000	31,200	31,000	31,000	30,200
Economics	35,700	35,000		36,000					
Sociology/Anthropology	24,000			21,100					
Other Social Sciences	30,000	26,000	31,200	28,900	25,300	32,000	30,100	31,000	30,000

NOTES: Median salaries computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

* Data excludes individuals enrolled full–time in graduate school.

SOURCE: National Science Foundation, *Characteristics of Recent Science and Engineering Graduates: 1990*, NSF 92–316

TABLE 55

MEDIAN ANNUAL SALARIES OF 1988 AND 1989 SCIENCE/ENGINEERING BACHELOR'S AND MASTER'S DEGREE GRADUATES* BY FIELD OF DEGREE AND PRIMARY WORK ACTIVITY, 1990

FIELD OF DEGREE	TOTAL		PRIMARY WORK ACTIVITY									
			Research & Development		Management/ Administration		Teaching		Production/ Inspection		Reporting/Stat. Work/Computing	
	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's
TOTAL, ALL FIELDS	**$26,000**	**$37,000**	**$31,100**	**$40,200**	**$25,000**	**$40,000**	**$28,000**	**$26,100**	**$28,000**	**$38,500**	**$27,900**	**$37,000**
Physical Sciences	25,100	34,900	28,000	36,000	30,000	38,000	21,100	28,700	25,000	37,900	25,000	28,000
Chemistry	25,100	34,000	26,900	34,900	29,500		20,400		25,000	36,100	25,000	
Physics/Astronomy	28,000	38,000	35,000	39,900	29,000		18,000		32,800		21,500	
Other Physical Science	25,000	32,000	27,600	39,600	51,100	4,010	21,900	28,200	24,000		26,600	
Math/Statistics	23,600	32,800	29,500	42,800	21,900	53,900	20,100	24,500	23,900		27,600	35,500
Computer Sciences	30,100	42,100	33,000	43,000	30,100	48,000	28,000	34,900	30,400		29,000	40,000
Environmental Sciences	23,700	33,800	24,000	30,000	25,000	35,900	21,000		25,000	39,100	24,000	32,100
Engineering	33,000	41,400	34,000	42,200	34,000	42,300	30,100	40,500	32,700	40,100	32,600	40,000
Life Sciences	21,000	26,900	20,000	27,900	21,000	26,100	21,000	26,000	22,300	23,800	21,900	24,700
Biology	20,500	26,600	20,000	27,000	18,000		21,000	26,000	22,800		20,100	
Agricultural Sciences	21,100	27,000	23,500	29,700	21,100	26,900	20,100		21,900		21,900	
Psychology	18,600	32,000	23,500		21,300	32,800	18,000		24,500		21,000	
Social Sciences	21,900	31,000	21,500	32,000	22,800	31,000	19,100	24,000	20,100		24,500	31,200
Economics	25,000	35,700	22,500		23,200		20,000		22,000		27,400	
Sociology/Anthropology	20,800	24,000	23,200		22,000		24,000				20,600	
Other Social Sciences	20,800	30,000	20,800		22,000	30,000	19,000	26,000	20,000		21,900	

NOTES: Median salaries computed only for full–time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.
Data excludes individuals enrolled full–time in graduate school.

SOURCE: National Science Foundation, *Characteristics of Recent Science and Engineering Graduates: 1990*, NSF 92-316

TABLE 56

MEDIAN ANNUAL SALARIES OF 1988 AND 1989 SCIENCE/ENGINEERING BACHELOR'S AND MASTER'S DEGREE GRADUATES* BY FIELD OF DEGREE AND TYPE OF EMPLOYER, 1990

			TYPE OF EMPLOYER							
	TOTAL		Businesss and Industry		Educational Institutions		Federal Government		State & Local Governments	
FIELD OF DEGREE	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's
All Fields	**$26,000**	**$37,000**	**$29,000**	**$40,100**	**$20,100**	**$26,100**	**$30,000**	**$36,000**	**$23,600**	**$28,900**
Physical Sciences	25,100	34,900	27,500	36,900	20,100	28,900		36,600		
Chemistry	25,100	34,000	26,900	35,900	20,500	26,100				
Physics/Astronomy	28,000	38,000	30,000	42,400		29,000				
Other Physical Science	25,000	32,000	27,900	38,000		28,000				
Math/Statistics	23,600	32,800	20,600	42,000	20,100	24,500				
Computer Sciences	30,100	42,100	30,600	42,200	26,000	35,000	30,500		24,500	
Environmental Sciences	23,700	33,800	24,300	36,100		22,000		30,000		29,900
Engineering	33,000	41,400	33,000	41,400	29,000	36,200	36,800	44,100	30,600	34,800
Life Sciences	21,000	26,900	22,900	28,400	19,000	24,000	20,600	30,000	18,000	24,000
Biology	20,500	26,600	23,000	27,000	19,000	25,100				
Agricultural Sciences	21,100	27,000	22,300	33,900	18,000	22,000	21,000	29,300	18,000	
Psychology	18,600	32,000	20,800	37,000	20,100					
Social Sciences	21,900	31,000	23,000	35,000	19,000	26,000	22,800	25,300	21,900	29,000
Economics	25,000	35,700	24,000	25,000						
Sociology/Anthropology	20,800	24,000	20,500							
Other Social Sciences	20,800	3,000	21,500	32,100		24,200			21,900	

NOTES: Median salaries computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.
Data excludes individuals enrolled full-time in graduate school.

SOURCE: National Science Foundation, *Characteristics of Recent Science and Engineering Graduates: 1990*, NSF 92–316

TABLE 57

MEDIAN ANNUAL SALARIES OF 1988 AND 1989 SCIENCE/ENGINEERING GRADUATES* BY FIELD, RACIAL/ETHNIC GROUP AND DEGREE LEVEL, 1990

RACIAL/ETHNIC GROUP	FIELD		
	Total S/E Fields	Total Sciences	Total Engineering
ALL GROUPS			
Bachelor's	**$26,000**	**$23,000**	**$33,000**
Master's	**37,000**	**33,800**	**41,400**
WHITE			
Bachelor's	26,100	23,000	33,000
Master's	37,500	34,000	42,100
BLACK			
Bachelor's	24,000	22,200	32,500
Master's	35,000	30,100	41,900
ASIAN			
Bachelor's	30,000	27,900	32,800
Master's	35,900	33,000	39,100
HISPANIC			
Bachelor's	25,100	21,100	32,200
Master's	36,100	29,000	40,100

NOTES: Median salaries computed only for full–time employed civilians. Data excludes individuals enrolled full–time in graduate school.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research & Development*, 1992

TABLE 58

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & DISCIPLINE, 1992

DISCIPLINE	JOB POSITION									
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ENGINEERING	**$77,899**	**$77,820**	**$66,897**	**$66,056**	**$56,764**	**$57,783**	**$52,877**	**$50,606**	**$48,521**	**$47,000**
Aeronautical/Aerospace									41,927	40,400
Chemical	86,710	84,000	68,921	73,526					53,267	50,039
Civil					44,420	40,500			66,720	70,800
Electrical/Electronic	83,744	83,000	67,635	67,777	60,274	61,025			49,313	46,700
Engineering Technology					54,983	48,940			44,017	42,000
Materials							45,188	39,000	47,423	44,792
Mechanical	67,568	65,500	66,441	64,688	47,312	47,868			46,479	47,640
Metallurgical			67,625	63,232					46,346	46,436
LIFE SCIENCES	**66,396**	**58,312**	**57,308**	**47,340**	**85,663**	**90,375**	**40,882**	**42,000**	**41,965**	**38,950**
Agriculture									40,261	40,209
Biochemistry	49,040	40,000			86,277	73,320	37,613	33,340	44,280	42,718
Biology	51,614	56,835	48,905	50,000	74,548	98,160	47,227	45,987	36,207	33,632
Biophysics					97,729	94,245			43,053	46,830
Medicine/Osteopathy									57,765	65,000
Psychology	62,214	58,312					28,852	28,852	44,235	40,329
PHYSICAL SCIENCES	**73,397**	**78,000**	**64,990**	**56,837**	**60,591**	**62,140**	**52,355**	**52,323**	**50,803**	**49,883**
Astronomy	98,944	97,502							72,702	72,600
Chemistry	62,900	93,839	57,775	54,825	57,436	59,820	49,206	51,000	48,648	48,667
Computer Science	62,695	64,500							47,088	43,638
Earth Science									42,357	42,500
Mathematics & Statistics									39,369	37,320
Physics	82,515	78,000			66,900	66,000			49,151	47,500

(1) Scientists, engineers or technologists whose responsibilities range from primarily managerial to primarily performing research and/or development, depending upon level.

(2) Scientists, engineers or technologists whose responsibilities range from devoting a major portion of time to supervisory and/or administrative functions while performing individual research and/or development to devoting a small portion of time to supervisory and/or administrative functions and continuing to do individual research and/or development.

(3) Scientists, engineers or technologists who continue to do individual research and/or development but vary their time devoted to supervisory and administrative responsibilities from significant to small.

(4) Scientists, engineers or technologists commonly designated as project leaders doing individual research and supervising under 10.

(5) Scientists, engineers or technologists whose range of responsibilities vary from conducting independent research and/or development to conducting R&D work under frequent direction.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research & Development*, 1992

TABLE 59

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & METROPOLITAN AREA, 1992

METROPOLITAN AREA AND VICINITY	JOB POSITION									
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors4)		R&D Specialists(5)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Albany/Schenectady/Troy (NY)	$	$	$	$	$	$	$	$	$30,923	$27,020
Boston (MA)	71,086	72,500	52,000	53,000					45,536	45,600
Buffalo (NY)									30,830	26,320
Chicago (IL)	66,836	57,500	55,069	55,650					43,784	42,000
Cleveland (OH)									41,590	39,000
Dayton (OH)	90,110	91,477	65,882	68,161			42,579	42,531	46,422	42,972
Denver/Colorado Springs (CO)	76,098	80,290	64,910	57,500					47,213	43,721
Detroit (MI)					66,621	66,250			55,189	52,400
Jacksonville (FL)			56,329	58,800					50,517	50,000
Milwaukee (WI)			69,169	64,441					56,854	53,900
Los Angeles/San Diego (CA)	67,750	66,000	71,675	77,500	63,742	70,675			52,593	52,250
Nashville (TN)									45,194	45,805
New York City (NY/NJ)	91,357	92,000	75,656	76,400					33,111	29,959
Philadelphia (PA/NJ)	63,171	71,000	74,201	63,000	88,646	90,000	46,550	45,361	40,763	36,740
Phoenix (AZ)	99,506	100,000	73,848	74,600					72,702	72,600
Pittsburgh (PA)									42,447	41,494
Rochester (NY)									23,287	20,490
Salt Lake City/Ogden (UT)			51,691	54,250					33,235	33,552
San Francisco/Oakland (CA)									36,133	36,000
San Jose (CA)	89,701	84,000					67,287	65,268	54,685	55,380
St. Louis (MO/IL)									50,722	51,072
Seattle/Everett (WA)									54,813	55,152
Washington (DC/MD/VA)	76,839	60,266							51,540	49,808

(1) Scientists, engineers or technologists whose responsibilities range from primarily managerial to primarily performing research and/or development, depending upon level.

(2) Scientists, engineers or technologists whose responsibilities range from devoting a major portion of time to supervisory and/or administrative functions while performing individual research and/or development to devoting a small portion of time to supervisory and/or administrative functions and continuing to do individual research and/or development.

(3) Scientists, engineers or technologists who continue to do individual research and/or development but vary their time devoted to supervisory and administrative responsibilities from significant to small.

(4) Scientists, engineers or technologists commonly designated as project leaders doing individual research and supervising under 10.

(50 Scientists, engineers or technologists whose range of responsibilities vary from conducting independent research and/or development to conducting R&D work under frequent direction.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research & Development*, 1992

TABLE 60

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & SELECTED STATES, 1992

STATE	JOB POSITION									
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Alabama	$	$	$	$	$	$	$	$	$44,987	$44,990
Arizona	94,718	97,500	73,848	74,600					72,702	72,600
California	75,810	72,000	69,688	74,000	61,636	65,900	66,924	66,024	49,780	51,032
Colorado	76,098	80,290	64,910	57,500					47,213	43,721
Florida			58,122	58,800					51,565	50,012
Georgia	74,440	84,000							41,179	46,487
Idaho									43,606	46,124
Illinois	63,730	56,250	55,069	55,650					42,798	43,000
Indiana			49,175	43,765					51,189	51,000
Maryland	74,005	60,266							53,292	51,404
Massachusetts	72,169	75,000	55,143	55,000	48,763	49,400			45,536	45,600
Michigan			79,256	82,200	64,436	65,527	58,864	59,825	47,309	44,700
Mississippi									41,850	46,647
Missouri									50,722	51,072
Nebraska									42,663	48,661
New Jersey									52,983	51,350
New Mexico	74,929	75,250							48,700	48,000
New York	71,163	66,000	61,614	70,000					33,517	28,324
Ohio	73,378	75,442	62,097	67,693			42,982	42,619	45,809	42,307
Oregon	58,000	58,312					28,852	28,852	38,998	36,762
Pennsylvania	59,428	68,000	69,786	58,300	87,105	88,575	44,780	44,949	40,985	38,016
Tennessee									44,641	43,256
Texas	68,901	69,992							41,232	36,920
Utah			51,691	54,250					33,235	33,552
Virginia									47,687	53,650
Washington									54,813	55,152
Wisconsin			66,925	63,076					56,424	53,834

(1) Scientists, engineers or technologists whose responsibilities range from primarily managerial to primarily performing research and/or development, depending upon level.

(2) Scientists, engineers or technologists whose responsibilities range from devoting a major portion of time to supervisory and/or administrative functions while performing individual research and/or development to devoting a small portion of time to supervisory and/or administrative functions and continuing to do individual research and/or development

(3) Scientists, engineers or technologists who continue to do individual research and/or development but vary their time devoted to supervisory and administrative responsibilities from significant to small.

(4) Scientists, engineers or technologists commonly designated as project leaders doing individual research and supervising under 10.

(5)Scientists, engineers or technologists whose range of responsibilities vary from conducting independent research and/or development to conducting R&D work under frequent direction.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research & Development*, 1992

TABLE 61

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & GEOGRAPHIC REGION, 1992

GEOGRAPHIC REGION	JOB POSITION											
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)		Research Administrators(6)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Northeast	$69,303	$73,000	$66,904	$61,850	$80,308	$80,080	$45,382	$45,361	$34,992	$31,843	$35,683	$36,250
South	70,685	65,766	64,113	60,819	54,624	49,750	41,449	39,000	45,357	45,500		
Midwest	74,133	67,679	63,706	63,440	58,776	62,088	49,119	46,200	49,080	47,640		
North Central	71,474	75,000	60,546	63,500					43,926	48,500		
Southwest	64,914	64,996							41,733	38,000		
Mountain States	79,137	78,741	64,198	66,000	56,320	58,200			53,140	48,008	49,952	54,104
Pacific States	69,698	59,156	67,991	71,000	58,873	65,450	49,618	53,040	47,997	45,000		

TABLE 62

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION AND LENGTH OF EXPERIENCE, 1992

LENGTH OF EXPERIENCE	JOB POSITION									
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Under One Year	$	$	$	$	$	$	$	$	$37,256	$35,525
One or Two Years			55,888	45,500					33,195	32,000
Three or Four Years					41,880	43,250	34,034	35,000	38,724	38,440
Five – Nine Years	62,477	61,052	55,770	56,818	52,255	50,900	42,868	36,379	44,557	44,434
10 – 14 Years	68,774	71,000	62,169	60,000	60,458	63,800	54,119	44,000	50,194	50,907
15 – 19 Years	75,205	78,000	65,648	65,859	68,347	75,450	60,771	62,800	54,744	52,780
20 – 24 Years	70,340	58,958	73,371	70,772	86,230	88,425	49,567	48,000	56,915	55,294
25 – 29 Years	82,430	83,000	63,659	63,800	84,283	105,191	49,339	50,161	63,792	65,000
30 Years or More	83,323	79,580	77,453	72,063	93,712	123,000			63,367	60,600

(1) Scientists, engineers or technologists whose responsibilities range from primarily managerial to primarily performing research and/or development, depending upon level.

(2) Scientists, engineers or technologists whose responsibilities range from devoting a major portion of time to supervisory and/or administrative functions while performing individual research and/or delalopment to devoting a small portion of time to supervisory and/or administrative functions and continuing to do individual research and/or development.

(3) Scientists, engineers or technologists who continue to do individual research and/or development but vary their time devoted to supervisory and administrative responsibilities from significant to small.

(4) Scientists, engineers or technologists commonly designated as project leaders doing individual research and supervising under 10.

(5) Scientists, engineers or technologists whose range of responsibilities vary from conducting independent research and/or development to conducting R&D work under frequent direction.

(6) Not necessarily a scintist, engineer or technologist. Reports to Director of R&D. Does not engage in the direction or conduct of actual R&D work.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research & Development*, 1992

TABLE 63

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION AND TYPE OF EMPLOYER, 1992

TYPE OF EMPLOYER	JOB POSITION											
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)		Research Administrators(6)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ALL MANUFACTURING ORGANIZATIONS	$66,598	$64,766	$60,152	$60,030	$54,121	$54,446	$52,412	$52,653	$47,602	$47,030	$47,016	$46,298
Aerospace/Aircraft/Electrical/Electronics	72,511	75,000	61,226	63,076	54,390	52,250			48,704	47,161		
Chemical/Pharmaceutical/Plastics/Rubber	62,502	65,000	54,145	50,750	52,953	57,803	50,548	49,547	44,685	43,914		
Fabricated Metal Products			69,077	63,232	45,419	45,344			48,355	50,000		
Medical & Scientific Equipment	83,344	85,500	59,648	59,900			59,952	62,400	44,776	42,000		
ALL NON-MFG. ORGANIZATIONS	77,339	76,446	70,206	68,078	77,454	74,360	42,977	42,619	37,445	32,295	45,736	41,000
Contract Research Centers (For Profit)	73,627	78,000	65,949	63,000	57,766	61,250	40,861	32,861	46,407	44,000		
Contract Research Centers (Non-Profit)	75,307	58,312	84,903	75,725	89,842	88,575	39,001	37,300	35,400	31,843		
Educational Institutions	76,864	76,446	49,990	43,765					42,573	43,180	34,869	46,100
Other Non-Profit	88,500	75,000	71,500	68,500			46,996	42,531	47,273	44,000		
Other For-Profit	88,437	95,070	64,169	65,000					46,877	44,900		

TABLE 64

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & WORK FUNCTION, 1992

WORK FUNCTION	JOB POSITION									
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Pure Research	$74,152	$58,312	$91,242	$77,000	$93,953	$93,850	$42,207	$43,680	$46,374	$44,659
Applied Research	71,814	75,000	58,673	57,443	47,899	45,862	41,851	40,861	44,911	43,180
Development	69,292	59,350	56,896	55,000	57,402	62,150	53,390	54,124	76,808	44,673
Research & Development	72,672	72,426	63,876	63,076	55,897	56,929	50,022	52,350	38,736	34,501

TABLE 65

MEAN AND MEDIAN ANNUAL SALARIES OF SCIENTISTS & ENGINEERS ENGAGED IN RESEARCH & DEVELOPMENT ACTIVITIES BY JOB POSITION & LEVEL OF EDUCATION, 1992

LEVEL OF EDUCATION	JOB POSITION											
	Directors(1)		Managers(2)		Section Heads(3)		Unit Supervisors(4)		R&D Specialists(5)		Research Administrators(6)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
No College	$	$	$	$	$	$	$	$	$40,154	$44,148	$	$
Some College, No Degree					37,843	37,500			50,602	49,488		
A. A. (2 Year) Degree			46,069	43,765			44,030	42,444	41,771	41,944		
Bachelor's Degree	54,563	56,000	61,050	60,060	56,626	57,500	47,336	45,987	42,489	42,000	46,236	46,100
Master's Degree	70,257	70,500	68,840	69,412	57,824	60,320	42,756	32,615	46,051	45,100	50,338	56,652
Doctorate	78,925	78,000	69,865	68,000	85,615	83,200	54,493	54,870	53,833	51,000		

(1) Scientists, engineers or technologists whose responsibilities range from primarily managerial to primarily performing research and/or development, depending upon level.

(2) Scientists, engineers or technologists whose responsibilities range from devoting a major portion of time to supervisory and/or administrative functions while performing individual research and/or delelopment to devoting a small portion of time to supervisory and/or administrative functions and continuing to do individual research and/or development.

(3) Scientists, engineers or technologists who continue to do individual research and/or development but vary their time devoted to supervisory and administrative responsibilities from significant to small.

(4) Scientists, engineers or technologists commonly designated as project leaders doing individual research and supervising under 10.

(5) Scientists, engineers or technologists whose range of responsibilities vary from conducting independent research and/or development to conducting R&D work under frequent direction.

(6) Not necessarily a scientist, engineer or technologist. Reports to Director of R&D. Does not engage in the direction, supervision or conduct of actual R&D work.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 66

MEDIAN AND MEAN MONTHLY SALARIES OF BACHELOR'S DEGREE NONSUPERVISORY R&D SCIENTISTS & ENGINEERS BY WORKING–AS–OCCUPATION AND SELECTED YEARS SINCE FIRST DEGREE, 1993

WORKING–AS–OCCUPATION		SELECTED YEARS SINCE FIRST DEGREE										
		2	4	7	10	13	15	17	22–23	26–27	30–31	TOTAL*
Aeronautical & Astronautical Engineering	Median	$3,269	$3,302	$3,941	$4,255	$4,263	$4,526	$5,027	$5,902	$5,706	$5,192	$4,295
	Mean	3,275	3,413	3,840	4,257	4,309	4,583	5,247	5,719	5,828	5,282	4,528
Chemical Engineering	Median	3,333	3,716	3,900	4,671	4,526	4,849	5,038	5,372	5,610	6,694	4,166
	Mean	3,315	3,709	3,921	4,537	4,632	4,906	5,532	5,548	5,667	6,331	4,426
Electrical & Electronic Engineering	Median	3,269	3,441	3,917	4,393	4,619	5,005	5,200	5,662	5,783	5,687	4,391
	Mean	3,251	3,514	3,955	4,460	4,687	5,112	5,251	5,701	5,865	5,873	4,583
Materials Engineering	Median	3,237	3,261	4,737	4,526	4,277			5,255	4,870	6,031	4,388
	Mean	3,202	3,261	4,601	4,424	4,353			5,576	4,959	5,509	4,423
Mechanical Engineering	Median	3,212	3,406	3,843	4,256	4,758	4,923	4,720	5,175	6,032	5,741	4,313
	Mean	3,183	3,375	3,786	4,284	4,832	5,088	4,816	5,182	6,029	5,916	4,455
Nuclear & Reactor Engineering	Median	3,090	3,297	3,916	4,012	3,579	5,125		5,059	5,730	5,959	4,415
	Mean	3,116	3,277	3,850	3,955	3,644	4,936		5,661	5,533	6,101	4,495
Environmental Engineering/ Science	Median	2,966	3,332	3,488	3,610	4,755			4,082			3,475
	Mean	2,894	3,231	3,540	3,767	4,383			4,082			3,705
Other Engineering	Median			4,149	5,199	4,885	5,077		5,916	5,325	6,750	4,872
	Mean			4,171	4,962	4,353	5,284		5,641	5,438	6,555	4,918
Biological Sciences	Median	2,714	3,000	3,386	3,500	3,553	3,533	3,865	3,953	4,859	3,534	3,465
	Mean	2,878	3,078	3,438	3,777	3,724	3,839	3,883	4,302	4,814	4,067	3,601
Atmospheric, Earth, Marine & Space Sciences	Median	2,736	3,328	3,563	3,317	4,215	4,541		5,500	4,910	5,383	3,794
	Mean	2,934	3,234	3,642	3,499	4,575	4,823		5,556	5,019	5,627	4,152
Chemistry	Median	2,757	3,050	3,426	3,984	4,121	4,211	4,025	4,339	4,994	5,317	3,783
	Mean	2,848	3,140	3,509	4,013	4,179	4,257	4,251	4,481	5,999	5,342	3,912
Computer Sciences	Median	3,196	3,416	3,851	4,404	4,852	4,902	5,347	5,025	5,421	5,680	3,947
	Mean	3,221	3,429	3,901	4,398	4,911	4,957	5,406	5,104	4,528	6,212	4,135
Mathematics	Median	3,124	3,394	3,941	4,383	5,291	5,083	5,675	6,058	5,708	5,933	4,995
	Mean	3,486	3,523	3,853	4,345	5,369	5,283	5,637	6,149	5,462	5,767	5,037
Physics	Median	3,269	3,460	3,979	4,348	4,710	5,441	4,775	5,941	6,258	6,105	4,755
	Mean	3,264	3,358	4,209	4,430	4,624	5,261	4,124	5,694	6,118	6,001	4,949
Optics/Lasers	Median	3,289	3,386	3,926	4,263		4,836	5,329	5,658	5,451	6,353	4,322
	Mean	3,271	3,390	4,082	4,184		5,241	5,128	5,932	5,851	6,012	4,597

*Total includes all years since first degee. NOTE: Blanks indicate too few survey respondents for meaningful data.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 67

MEDIAN AND MEAN MONTHLY SALARIES OF MASTER'S DEGREE NONSUPERVISORY R&D SCIENTISTS & ENGINEERS BY WORKING-AS-OCCUPATION AND SELECTED YEARS SINCE FIRST DEGREE, 1993

WORKING-AS-OCCUPATION		SELECTED YEARS SINCE FIRST DEGREE										
		2	4	7	10	13	15	17	22-23	26-27	30-31	TOTAL*
Aeronautical & Astronautical	Median	$3,300	$33,540	$4,126	$4,500	$4,489	$4,708	$4,924	$5,520	$5,759	$5,663	$4,766
Engineering	Mean	3,259	3,545	4,122	4,541	4,403	4,657	5,145	5,466	5,886	5,765	4,980
Chemical Engineering	Median	3,583	3,625	4,067	4,641	4,919	5,007	5,025	5,437	5,787	5,914	4,892
	Mean	3,508	3,615	4,057	4,730	5,117	5,009	5,404	5,744	5,745	5,715	5,060
Electrical & Electronic	Median	3,501	3,733	4,192	4,620	4,896	5,095	5,438	5,775	6,091	6,237	4,926
Engineering	Mean	3,570	3,780	4,203	4,594	4,907	5,224	5,645	5,858	6,172	6,355	5,157
Materials Engineering	Median		3,548	3,694	4,369	4,626	4,249		5,875			4,480
	Mean		3,508	3,661	4,506	4,636	4,443		5,894			4,713
Mechanical Engineering	Median	3,289	3,562	4,003	4,432	4,740	5,000	5,036	5,614	5,725	5,841	4,790
	Mean	3,137	3,530	3,933	4,446	4,749	4,976	5,226	5,510	5,744	6,117	4,921
Nuclear & Reactor	Median	3,195	3,480	3,630	4,382	4,865	4,830	4,867	5,270	5,510	5,946	4,150
Engineering	Mean	3,215	3,310	3,581	4,584	4,727	4,883	4,899	5,361	5,544	6,005	4,331
Environmental Engineering/	Median	3,168	3,150	3,440	4,132	5,142		4,462	5,636	5,889		3,908
Science	Mean	3,096	3,217	3,536	4,027	4,771		4,405	5,697	5,662		4,188
Other Engineering	Median		3,750	3,951	4,475	5,012	5,166		5,791	6,487	6,383	5,183
	Mean		3,898	4,008	4,619	5,099	5,348		5,606	6,598	6,110	5,318
Biological Sciences	Median		3,165	2,937	3,550	4,032	4,389	4,852	4,480	4,645	5,038	4,044
	Mean		3,204	2,957	3,576	4,048	4,357	4,652	4,539	4,698	5,200	4,113
Atmospheric, Earth, Marine	Median	3,167	3,434	3,749	3,667	4,146	4,608	4,708	5,607	5,960	6,583	4,375
& Space Sciences	Mean	3,122	3,376	3,673	3,514	4,259	4,541	4,770	5,448	5,791	5,909	4,639
Chemistry	Median	3,101	3,119	3,687	3,723	3,855	4,282	4,129	5,144	5,823	4,805	4,090
	Mean	3,274	3,081	3,593	3,799	3,991	4,487	4,208	5,099	5,723	4,875	4,272
Computer Science	Median	3,492	3,741	4,110	4,350	4,933	5,245	5,370	5,625	5,833	5,893	4,783
	Mean	3,496	3,682	4,215	4,455	4,914	5,106	5,333	5,575	5,845	5,975	4,927
Mathematics	Median		3,375	4,075	4,333	5,182	5,458	5,562	6,166	6,219	6,050	5,416
	Mean		3,278	4,115	4,352	5,006	5,496	5,836	6,001	6,200	6,099	5,414
Physics	Median		3,195	3,869	4,526	4,633	4,961	4,955	5,258	5,705	6,325	5,160
	Mean		3,120	3,988	4,492	4,516	4,958	5,129	5,140	5,784	6,101	5,167
Optics/Lasers	Median		3,896	3,744		4,827	4,812	5,529	5,871			4,985
	Mean		4,180	3,971		4,758	5,089	5,293	5,989			5,122

*Total includes all years since first degee. NOTE: Blanks indicate too few survey respondents for meaningful data.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 68

MEDIAN AND MEAN MONTHLY SALARIES OF DOCTORATE DEGREE NONSUPERVISORY SCIENTISTS & ENGINEERS BY WORKING–AS–OCCUPATION AND SELECTED YEARS SINCE FIRST DEGREE, 1993

WORKING–AS–OCCUPATION		SELECTED YEARS SINCE FIRST DEGREE										
		5	7	10	13	15	18	21	24–25	28–29	30–31	TOTAL*
Aeronautical & Astronautical Engineering	Median	$4,717	$4,564	$4,720	$5,034	$5,052	$5,429	$5,791	$6,496	$6,546	$6,084	$5,658
	Mean	4,696	5,576	4,822	4,977	5,246	5,496	5,987	6,327	6,706	6,215	5,767
Chemical Engineering	Median	4.458	4,583	4,916	4,870	5,716	5,895	5,629	6,185	7,350	7,200	5,692
	Mean	4,435	4,506	4,868	4,848	5,583	5,881	5,539	6,526	7,490	7,326	6,003
Electrical & Electronic Engineering	Median	5,021	5,000	5,152	5,330	5,477	6,152	5,874	6,392	6,785	6,979	5,858
	Mean	5,214	4,923	5,130	5,452	5,568	6,077	5,902	6,353	6,804	6,770	6,007
Materials Engineering	Median	4,260		4,766	4,825	4,705		6,358	6,183	6,108	6,805	5,598
	Mean	4,562		4,948	4,997	4,778		6,519	5,996	6,132	6,888	5,749
Mechanical Engineering	Median		4.523	4,697	5,304	5,394	5,237	5,995	6,184	6,368	6,535	5,802
	Mean		4,466	4,590	5,146	5,641	5,417	6,078	6,362	6,410	6,499	5,877
Metallurgical Engineering	Median		4,804		5,425		5,527	6,072		6,005	6,689	5,642
	Mean		4,851		5,178		5,697	6,039		6,335	6,515	5,791
Mining & Petroleum Enginering	Median			5,417	4,854		6.167	6,734	6,664	7,849		6,023
	Mean			5,346	4,812		5,971	6,635	6,983	7,517		6,250
Other Engineering	Median			4,733		4,944		5,926	6,070	6,226	6,041	6,008
	Mean			4,138		4,919		6,272	6,201	6,006	6,294	6,065
Biological Sciences	Median	3,679		4,683	4,683	5,011	5,365	6,000	5,565	6,249	7,033	5,394
	Mean	3,079		4,614	4,869	4,962	5,424	5,861	5,687	6,400	6,613	5,557
Atmospheric, Earth, Marine & Space Sciences	Median		3,935	3,957	4,419	4,575	5,500	5,993	6,361	7,107	6,465	5,451
	Mean		3,851	4,158	4,700	4,580	5,395	6,008	6,288	6,990	6,565	5,594
Chemistry	Median	4,334	4,441	4,665	4,858	4,993	5,354	5,500	5,694	6,269	5,869	5,215
	Mean	4,273	4,373	4,683	5,006	5,175	5,444	5,658	5,854	6,036	5,981	5,398
Computer Science	Median		5,380	5,500	5,690	6,215	6,083	6,479	6,880	7,250	6,591	6,092
	Mean		5,127	5,339	5,626	6,221	5,927	6,522	6,794	6,872	6,843	6,149
Mathematics	Median				5,319	5,604	6,000	6,125	6,307	7,093	6,659	6,254
	Mean				5,417	5,816	6,340	6,332	6,694	7,230	6,676	6,379
Physics	Median	2,708	2,875	4,312	4,701	4,817	5,348	6,075	6,010	6,233	6,106	5,641
	Mean	2,956	3,384	4,143	4,650	4,830	5,473	6,134	6,085	6,524	6,121	5,617
Optics/Lasers	Median			4,888		5,961	5,694		6,565	6,689	7,361	5,726
	Mean			5,007		6,232	5,743		6,393	6,894	7,484	5,836

*Total includes all years since first degee. NOTE: Blanks indicate too few survey respondents for meaningful data.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers* April 15, 1993

TABLE 69

NUMBER AND MEAN MONTHLY SALARIES OF NONSUPERVISORY R&D SCIENTISTS & ENGINEERS BY DEGREE LEVEL, EMPLOYMENT SECTOR, AND SELECTED YEARS SINCE FIRST DEGREE, 1993

DEGREE LEVEL & EMPLOYMENT SECTOR	SELECTED YEARS SINCE FIRST DEGREE										
	2	4	7	10	13	15	17	22–23	24–25	30–31	TOTAL*
BACHELOR'S DEGREE											
Industry	256 $3,276	303 $3,498	359 $3,890	353 $4,453	282 $4,741	195 $4,926	158 $5,130	206 $5,609	175 $5,769	134 $5,918	6,793 $4,524
Educational Institutions	43 2,767	58 3,034	57 3,635	42 3,802	21 4,040	20 4,572	11 4,570	27 5,244	14 4,621	10 5,572	785 3,784
Contract Research Centers	92 3,261	99 3,450	105 3,844	92 4,264	85 4,594	45 4,569	45 5,297	77 5,452	73 5,685	76 5,676	2,407 4,509
Federal Government Establishments	31 3,281	35 3,584	42 4,089	37 4,426	12 4,425	8 5,104	9 4,625	10 5,436	14 5,516	28 5,603	643 4,405
Nonprofit Organizations	44 2,961	55 3,267	59 3,685	50 4,138	35 4,604	34 4,896	28 5,055	39 5,796	29 5,528	21 6,154	1,135 4,416
MASTER'S DEGREE											
Industry	54 3,409	146 3,636	227 4,152	199 4,612	189 5,041	176 5,141	149 5,289	229 5,786	221 6,033	172 6,250	5,115 5,156
Educational Institutions	7 3,048	22 3,419	46 3,640	45 4,018	37 4,527	24 4,473	13 4,820	27 4,940	34 5,361	22 5,569	720 4,425
Contract Research Centers	64 3,324	65 3,704	81 3,987	84 4,367	93 4,539	89 4,899	77 4,994	122 5,361	111 5,605	94 6,013	2,474 4,870
Federal Government Establishments	1 3,176	12 3,519	19 3,945	22 4,441	9 4,542	12 4,744	8 4,804	3 4,984	5 5,041	20 5,451	348 4,700
Nonprofit Organizations		18 3,365	35 4,044	32 4,362	34 4,770	22 5,141	30 5,146	44 5,932	33 5,848	20 6,602	792 5,157
DOCTORAL DEGREE											
Industry		9 4,671	132 4,769	242 5,114	223 5,482	225 5,651	211 5,965	323 6,593	292 6,687	225 6,863	5,207 6,066
Educational Institutions			6 4,105	20 3,848	23 4,280	18 5,020	20 4,740	24 5,800	37 5,909	25 6,668	464 5,360
Contract Research Centers		5 4,313	44 4,643	86 4,648	103 5,010	115 5,273	83 5,548	215 5,911	206 6,088	173 6,372	2,868 5,764
Federal Government Establishments			1 4,142	4 3,987	11 4,782	10 4,921	8 4,811	20 5,606	7 5,429	14 5,872	224 5,242
Nonprofit Organizations		1 4,583	11 4,196	33 4,603	28 5,035	32 5,548	28 5,467	43 6,254	45 6,641	42 7,362	761 6,013

*Total includes all years since first degree. NOTE: Numbers above salaries are survey respondents.

TABLE 70

NUMBER AND MEAN MONTHLY SALARIES OF NONSUPERVISORY R&D SCIENTISTS & ENGINEERS BY HIGHEST DEGREE FIELD, DEGREE LEVEL, AND SELECTED YEARS SINCE FIRST DEGREE, 1993

HIGHEST DEGREE FIELD	SELECTED YEARS SINCE FIRST DEGREE										
	2	4	7	10	13	15	18	21	24–25	30–31	TOTAL*
BACHELOR'S DEGREE											
Engineering	259 $3,288	275 $3,559	325 $3,938	314 $4,470	229 $4,803	152 $5,046	123 $5,349	85 $5,636	151 $5,781	132 $6,077	6,151 $4,578
Chemistry	44 2,898	45 3,131	46 3,506	39 3,92[illegible]	47 4,607	37 4,440	38 4,843	21 4,971	43 5,383	41 5,376	1,224 4,294
PHysics	7 3,288	19 3,325	19 4,066	33 4,291	24 4,528	18 5,329	16 5,351	9 6,105	24 6,131	36 6,133	685 5,070
Other Physical Sciences	16 2,895	18 3,147	16 3,625	18 4,028	16 4,756	6 5,052	12 4,623	10 5,400	7 4,895	6 5,500	355 4,254
Life Sciences – Health & Related	11 2,642	11 3,439	12 3,413	8 3,982	15 4,041	9 4,050	4 3,740		4 5,629	6 4,332	218 3,763
Life Sciences – Other	15 2,665	25 2,955	29 3,320	37 3,810	33 3,755	26 4,001	22 4,319	12 4,373	13 5,224	8 4,487	649 3,724
Mathematics & Statistics	11 3,449	22 3,446	35 3,894	31 4,335	20 4,906	19 5,039	17 5,288	22 5,187	43 5,489	30 5,562	764 4,840
Computer Science	85 3,225	117 3,393	120 3,889	72 4,469	33 5,141	22 4,970	15 5,147	7 5,711	3 5,905	1 5,874	1,261 3,933
MASTER'S DEGREE											
Engineering	103 3,346	174 3,645	237 4,107	221 4,546	184 4,915	174 5,071	164 5,348	90 5,800	209 6,033	185 6,291	5,239 5,038
Chemistry	5 3,129	13 3,511	22 3,816	27 4,086	31 4,348	27 4,827	22 4,991	25 5,107	24 5,357	24 5,517	679 4,772
PHysics		8 3,288	14 3,947	12 4,454	15 4,357	14 4,951	24 5,258	18 5,293	43 5,849	34 6,023	578 5,349
Other Physical Sciences	6 3,010	16 3,666	20 3,676	23 4,227	26 4,649	19 4,569	19 5,115	13 5,406	22 5,637	15 5,515	468 4,665
Life Sciences – Health & Related	2 3659	5 3,294	5 3,531	3 3,741	6 3,893	7 3,787	8 4,230	8 4,607	2 5,663	3 5,450.	126 4,243
Life Sciences – Other	1 2,996	7 3,143	13 3,418	8 3,838	17 4,208	11 4,332	18 4,634	8 5,096	15 4,546	5 6,132	306 4,259
Mathematics & Statistics		8 3,316	18 4,018	22 4,362	11 4,986	17 5,391	26 5,571	15 5,662	25 5,747	28 5,902	603 5,306
Computer Science	6 3,570	27 3,836	65 4,239	56 4,535	55 4,896	33 5,179	35 5,409	28 6,071	39 5,713	16 5,913	1,012 4,923
DOCTORATE DEGREE											
Engineering	1 2,060	8 4,398	84 4,718	134 5,047	119 5,303	113 5,693	82 5,930	86 6,050	154 6,556	166 6,839	2,840 5,989
Chemistry		2 4,580	51 4,492	92 4,793	94 5,125	99 5,326	94 5,587	77 5,826	109 6,181	94 6,393	2,165 5,680
PHysics		1 4,583	27 4,670	55 4,639	65 5,166	74 5,415	59 5,907	63 6,237	152 6,383	117 6,534	1,942 5,998
Other Physical Sciences		1 4,667	7 4,448	26 4,583	20 4,716	23 4,883	32 5,617	27 5,959	42 6,462	24 6,629	663 5,837
Life Sciences – Health & Related		1 4,583	6 4,599	14 4,858	19 5,043	16 5,575	18 5,667	16 5,700	25 5,789	8 6,431	346 5,596
Life Sciences – Other			1 4,000	22 4,398	23 4,865	14 4,623	25 5,436	15 6,053	26 5,624	9 6,859	389 5,467
Mathematics & Statistics			2 4,962	7 5,317	13 5,577	19 5,554	14 6,020	15 6,923	33 6,579	37 6,677	438 6,308
Computer Science			11 5,563	18 5,647	19 6,314	18 6,616	20 6,472	12 6,695	26 7,186	2 7,357	319 6,488

*Total includes all years since first degree. NOTE: Survey respondents are indicated above the mean salary.

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 71

NUMBER, MEAN AND MEDIAN MONTHLY SALARIES OF SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH AND DEVELOPMENT BY WORKING-AS-OCCUPATION AND DEGREE LEVEL, 1993

WORKING-AS-OCCUPATION	DEGREE LEVEL											
	BACHELOR'S			MASTER'S			Ph.D.			ALL DEGREES		
	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Aeronautical & Astronautical Eng	510	$4,528	$4,295	613	$4,980	$4,766	269	$5,767	$5,658	1,392	$4,967	$4,792
Ceramic Engineering	10	4,871	4,714	15	4,746	4,526	26	5,710	5,922	51	5,262	5,191
Chemical Engineering	663	4,426	4,166	452	5,060	4,892	550	6,003	5,692	1,665	5,119	4,858
Civil Engineering	50	4,628	4,445	48	4,822	4,596	31	5,728	5,915	129	4,964	4,625
Electrical & Electronic Eng	2,611	4,583	4,391	2,173	5,157	4,926	816	6,007	5,858	5,600	5,013	4,853
Materials Engineering	112	4,423	4,388	127	4,713	4,480	164	5,749	5,598	403	5,054	5,034
Mechanical Engineering	806	4,455	4,313	678	4,921	4,790	323	5,877	5,802	1,807	4,884	4,780
Metallurgical Engineering	42	4,698	4,507	74	4,911	4,816	92	5,791	5,642	208	5,257	5,162
Mining & Petroleum Eng	45	4,429	4,258	63	4,873	4,590	86	6,250	6,023	194	5,390	5,259
Nuclear or Reactor Eng	227	4,495	4,415	347	4,331	4,150	102	5,573	5,574	676	4,574	4,572
Ocean Science Engineering	43	3,924	3,648	50	4,763	4,783	50	5,446	6,165	143	4,750	4,549
Environmental Engineering	146	3,705	3,475	176	4,188	3,908	55	5,247	6,167	377	4,155	3,975
Other Engineering	113	4,918	4,872	161	5,318	5,183	74	6,065	6,008	348	5,347	5,243
Physics	388	4,949	4,755	389	5,167	5,160	971	5,617	5,641	1,748	5,369	5,370
Chemistry	929	3,912	3,783	447	4,272	4,090	1,201	5,398	5,215	2,577	4,667	4,598
Atmos, Earth, Marine & Spac	198	4,152	3,784	237	4,639	4,375	411	5,594	5,451	846	4,989	4,830
Agricultural Science	13	3,491	3,550	13	4,640	4,833	21	4,822	4,685	47	4,404	4,304
Biological Science	652	3,601	3,465	310	4,113	4,044	464	5,557	5,394	1,426	4,349	4,062
Biomedical Specialties	17	4,157	4,090	12	5,370	5,003	31	5,490	5,461	60	5,088	5,218
Mathematics	324	5,037	4,995	323	5,414	5,416	202	6,379	6,254	849	5,500	5,483
Statistics	40	4,192	4,119	70	4,297	4,130	50	5,690	5,517	160	4,706	4,433
Computer Science	1,710	4,135	3,947	1,194	4,927	4,783	383	6,149	6,092	3,287	4,657	4,500
Optics/Lasers	176	4,597	4,322	106	5,122	4,985	117	5,836	5,726	399	5,100	5,024

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 72

NUMBER, MEAN, AND MEDIAN MONTHLY SALARIES OF NONSUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN EMPLOYED IN RESEARCH & DEVELOPMENT BY DEGREE LEVEL AND EMPLOYMENT SECTOR, 1993

	DEGREE LEVEL											
	BACHELOR'S			MASTER'S			PH.D.			ALL DEGREES		
EMPLOYMENT SECTOR	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Industry	6,793	$4,524	$4,333	5,115	$5,156	$5,016	5,207	$6,066	$5,875	17,115	$5,182	$5,060
Federal Government	643	4,405	4,365	348	4,711	4,659	224	5,242	5,191	1,215	4,647	4,526
Contract Research Center	2,407	4,509	4,378	2,474	4,870	4,749	2,868	5,764	5,733	7,749	5,089	5,055
Nonprofit Organization	1,135	4,416	4,083	792	5,157	4,716	761	6,013	5,913	2,688	5,086	4,806
Education	785	3,784	3,537	720	4,425	4,244	464	5,360	5,205	1,969	4,390	4,183
TOTAL	11,763 11763	4,455	4,260	9,449	5,009	4,862	9,524	5,917	5,786	30,736	5,078	4,964

TABLE 73

NUMBER, MEAN, AND MEDIAN MONTHLY SALARIES OF NONSUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH & DEVELOPMENT BY DEGREE LEVEL AND HIGHEST DEGREE FIELD, 1993

	DEGREE LEVEL									ALL DEGREES		
	BACHELOR'S			MASTER'S			PH.D.					
HIGHEST DEGREE FIELD	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Engineering	6,151	$4,578	$4,401	5,239	$5,038	$4,763	2,840	$5,989	$5,842	14,230	$5,029	$4,888
Chemistry	1,224	4,294	4,145	679	4,772	4,735	2,165	5,680	5,490	4,068	5,112	5,042
Physics	685	5,070	4,958	578	5,349	5,328	1,942	5,998	5,976	3,205	5,673	5,683
Other Physical Sciences	355	4,254	4,032	468	4,665	4,497	663	5,837	5,708	1,486	5,090	5,004
Life Sciences – Health & Related	218	3,763	3,577	126	4,243	4,179	346	5,596	5,458	690	4,770	4,644
Life Sciences – Other	649	3,724	3,574	306	4,259	4,051	389	5,467	5,249	1,344	4,350	4,092
Mathematics & Statistics	764	4,840	4,719	603	5,306	5,250	438	6,308	6,188	1,805	5,352	5,288
Computer Science	1,261	3,933	3,755	1,012	4,923	4,756	319	6,488	6,367	2,592	4,634	4,382

SOURCE: Wyatt Data Services, Prepared for the U.S. Department of Energy, *1993 National Compensation Survey of Research and Development Scientists and Engineers, April 15, 1993*

TABLE 74

NUMBER, MEAN, AND MEDIAN MONTHLY SALARIES OF NONSUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH & DEVELOPMENT BY DEGREE LEVEL AND GEOGRAPHIC REGION, 1993

GEOGRAPHIC REGION	DEGREE LEVEL									ALL DEGREE LEVELS		
	BACHELOR'S			MASTER'S			PH.D.					
	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Northeast	3,189	$4,530	$4,300	2,519	$5,059	$4,940	2,165	$6,148	$6,038	7,873	$5,144	$5,040
Southeast	1,381	4,501	4,368	1,423	4,991	4,838	1,067	5,743	5,602	3,871	5,023	4,916
Midwest	3,090	4,190	4,018	1,896	4,744	4,587	2,566	5,671	5,430	7,552	4,832	4,698
Northwest	353	4,310	4,300	351	4,404	4,417	376	5,215	5,037	1,080	4,655	4,592
Southwest	3,750	4,606	4,432	3,260	5,199	5,051	3,350	6,090	6,034	10,360	5,272	5,220

TABLE 75

NUMBER, MEAN, AND MEDIAN MONTHLY SALARIES OF NONSUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH & DEVELOPMENT BY DEGREE LEVEL AND TYPE OF INDUSTRY, 1993

TYPE OF INDUSTRY	DEGREE LEVEL									ALL DEGREE LEVELS		
	BACHELOR'S			MASTER'S			PH.D.					
	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Aerospace	1,021	$4,870	$4,642	1,020	$5,393	$5,350	622	$5,990	$5,998	2,663	$5,332	$5,302
Chemicals	1,017	4,563	4,650	512	5,028	5,025	1,055	5,473	5,285	2,584	5,029	5,000
Electrical, Electronic, & Computer	1,561	4,673	4,566	817	5,191	5,000	562	6,281	6,167	2,940	5,124	4,943
Food, Additives, & Personal Products	102	4,062	3,696	23	4,521	4,258	39	5,170	5,183	164	4,390	4,196
Petroleum	261	5,508	5,108	287	5,912	5,567	686	6,740	6,518	1,234	6,287	5,961
Materials	169	4,324	4,170	78	4,703	4,692	167	5,577	5,305	414	4,901	4,762
Diversified	1,781	4,403	4,166	1,958	5,163	5,079	1,318	6,466	6,314	5,057	5,235	5,208

TABLE 76

NUMBER, MEAN AND MEDIAN MONTHLY SALARIES OF SUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH AND DEVELOPMENT BY WORKING–AS–OCCUPATION AND SUPERVISORY POSITION, 1993

WORKING–AS–OCCUPATION	SUPERVISORY POSITION					
	FIRST LEVEL SUPERVISOR			DIVISION DIRECTOR		
	No.	Mean	Median	No.	Mean	Median
Aeronautical & Astronautical Eng	140	$6,430	$6,480	64	$8,415	$8,529
Ceramic Engineering	6	7,177	7,118	3		
Chemical Engineering	382	6,683	6,751	54	8,526	8,138
Civil Engineering	16	5,742	6,243	12	7,959	7,982
Electrical & Electronic Eng	499	6,786	6,875	271	8,628	8,500
Materials Engineering	50	6,567	6,536	19	8,645	8,510
Mechanical Engineering	190	6,253	6,417	80	8,223	8,320
Metallurgical Engineering	27	6,393	6,439	6	7,653	7,519
Mining & Petroleum Eng	49	7,060	6,792	4	8,280	8,244
Nuclear or Reactor Eng	58	5,718	5,725	16	7,587	7,797
Ocean Science Engineering	7	5,264	5,543	2		
Environmental Engineering	58	5,426	5,230	13	7,262	7,290
Other Engineering	69	6,354	6,507	61	8,587	8,500
Physics	320	6,789	6,941	121	8,336	8,358
Chemistry	323	6,718	6,750	66	8,647	8,265
Atmos, Earth, Marine & Space Sci	58	6,581	6,793	22	8,183	8,454
Agricultural Science	12	6,069	5,975	1		
Biological Science	91	6,313	6,380	30	9,383	9,005
Biomedical Specialties	9	6,747	6,778	9		
Mathematics	133	6,611	6,660	76	8,382	8,233
Statistics	19	6,104	6,415	6	7,630	7,687
Computer Science	246	6,474	6,464	71	7,395	8,333
Optics/Lasers	45	7,328	7,432	6	8,114	8,195

TABLE 77

NUMBER, MEAN, AND MEDIAN MONTHLY SALARIES OF SUPERVISORY SCIENTISTS & ENGINEERS EMPLOYED IN RESEARCH & DEVELOPMENT BY SUPERVISORY POSITION AND HIGHEST DEGREE FIELD, 1993

HIGHEST DEGREE FIELD	SUPERVISORY POSITION					
	First Level Supervisor			Division Director		
	No.	Mean	Median	No.	Mean	Median
Engineering	1,669	$6,678	$6,690	698	$8,291	$8,266
Chemistry	438	6,782	6,725	127	8,430	8,150
Physics	462	7,100	7,031	218	8,294	8,142
Other Physical Sciences	162	6,557	6,721	55	8,067	7,971
Life Sciences – Health & Related	82	6,927	6,842	34	10,217	10,261
Life Sciences – Other	107	6,139	6,035	23	8,750	8,220
Mathematics & Statistics	242	6,843	6,733	99	8,338	8,200
Computer Science	235	6,549	6,654	64	8,265	8,134

TABLE 78

SALARIES OF SCIENTISTS AND ENGINEERS EMPLOYED IN RESEARCH AND DEVELOPMENT BY PROFESSION, 1991 AND 1992

PROFESSION	MEDIAN SALARY		% CHANGE
	1992	1991	
Physicist	$57,772	$58,062	−0.5
Nuclear Engineer	57,470	55,010	4.5
Aeronautical Engineer	57,341	58,333	−1.7
Materials Scientist	55,726	54,107	3.0
Chemical Engineer	55,090	54,750	0.6
Electrical Engineer	52,045	54,030	−3.7
Chemist	51,550	51,794	−0.5
Mechanical Engineer	51,380	49,578	3.6
Mathematician	50,009	56,666	−11.7
Biotech/Biologist	50,000	49,838	0.3
Industrial Engineer	45,850	43,636	5.1
Geologist	44,390	55,500	−20.0

TABLE 79

SALARIES OF SCIENTISTS AND ENGINEERS EMPLOYED IN RESEARCH AND DEVELOPMENT BY DEGREE LEVEL, 1992 AND 1991

DEGREE LEVEL	MEDIAN SALARY		% CHANGE	ANNUAL DIFFERENCE*		% CHANGE
	1992	1991		1992	1991	
Doctorate	$60,920	$63,270	−3.7	$10,800	$11,600	−6.9
Master's	50,120	51,970	−3.6	2,790	2,435	14.6
Bachelor's	47,330	49,535	−4.5	3,540	12,855	−72.5
Less then Bachelor's	43,790	36,680	19.4			

*Difference above next lower degree.

TABLE 80

SALARIES OF SCIENTISTS AND ENGINEERS EMPLOYED IN RESEARCH AND DEVELOPMENT BY TYPE OF EMPLOYER, 1992 AND 1991

TYPE OF EMPLOYER	MEDIAN SALARY		% CHANGE
	1992	1991	
INDUSTRY	$58,930	$51,340	14.8
GOVERNMENT	53,340	45,655	16.8
UNIVERSITY	54,500	45,000	21.1

SOURCE: Abbott, Langer & Associates, Prepared for the American Council of Independent Laboratories, *Employee Wage and Salary Survey 1991*, January 1992

TABLE 81

NUMBER, MEDIAN AND MEAN SALARIES OF PROFESSIONAL EMPLOYEES IN INDEPENDENT LABORATORIES* BY PRIMARY FIELD OF PRACTICE AND DEGREE LEVEL, 1991

PRIMARY FIELD OF PRACTICE	NUMBER	SALARY	
		Median	Mean
BA/BS DEGREES			
Chemistry	792	$25,111	$26,951
Biology	58	26,000	28,432
Environmental – Ecology	181	31,600	32,578
Medical–Biomedical	5	22,503	23,405
Construction Materials Engineering	51	33,000	34,946
Geotechnical Engineering	93	32,240	34,976
Electrical Engineering	62	35,763	35,734
Mechanical Engineering	14	39,500	37,207
Metallurgy – Metallurgical Engineering	13	38,000	38,506
MA/MS DEGREES			
Chemistry	97	32,514	33,530
Biology	29	31,000	30,722
Environmental – Ecology	64	30,878	32,489
Construction Materials Engineering	9	30,000	34,578
Geotechnical Engineering	134	34,300	37,303
Mechanical Engineering	7	34,000	37,088
Metallurgy – Metallurgical Engineering	7	48,600	46,263
Sanitary Engineering	8	37,700	40,438
DOCTORAL DEGREES			
Chemistry	74	34,770	35,455
Geotechnical Engineering	9	45,000	42,355

*Includes only members of the American Council of Independent Laboratories

July 1990; *SALARIES 1991*, July 1991; and *SALARIES 1992*, July 1992 and *SALARIES 1993*, July 1993

TABLE 82

MEDIAN ANNUAL SALARIES OF CHEMISTS* AND CHEMICAL ENGINEERS* OF ALL EXPERIENCE LEVELS BY DEGREE LEVEL, 1973–1993

YEAR	CHEMISTS				CHEMICAL ENGINEERS			
	B.S.	% Annual Increase	M.S	PH.D.	B.S	% Annual Increase	M.S.	PH.D.
1973	$16,800		$17,500	$20,500	$20,200		$22,000	$23,100
1974	15,500	−7.7	18,400	21,700	21,300	5.4	22,400	24,800
1975	19,000	22.6	19,800	23,000	24,000	12.7	25,000	26,000
1976	19,800	4.2	20,500	24,700	26,000	8.3	24,000	29,000
1977	21,000	6.1	22,000	26,000	28,000	7.7	30,000	30,000
1978	22,000	4.8	24,000	27,400	30,000	7.1	32,000	32,000
1979	23,500	6.8	25,000	29,000	31,700	5.7	31,500	35,000
1980	25,000	6.4	26,000	31,200	35,000	10.4	35,000	38,000
1981	27,500	10.0	30,000	35,000	36,000	2.9	40,000	42,000
1982	28,500	3.6	31,600	37,500	40,000	11.1	42,000	45,000
1983	30,000	5.3	33,000	40,000	40,000	0.0	41,900	48,500
1984	30,900	3.0	34,000	42,000	39,995	0.0	46,000	54,700
1985	32,000	3.6	37,000	44,000	38,200	−4.5	41,050	55,900
1986	33,000	3.1	37,900	47,800	43,900	14.9	48,000	59,400
1987	33,500	1.5	39,000	47,700	47,100	7.3	51,000	61,000
1988	35,400	5.7	41,000	50,000	47,700	1.3	50,900	62,900
1989	37,000	4.5	43,000	52,500	47,700	0.0	53,000	64,700
1990	39,000	5.4	45,000	55,000	49,400	3.6	55,000	65,000
1991	40,300	3.3	47,400	58,000	52,000	5.3	57,000	70,000
1992	42,000	4.2	50,000	60,000	52,000	0.0	62,500	65,000
1993	43,500	3.6	51,500	62,800	56,250	8.2	63,000	71,000

* Includes only members of the American Chemical Society, and only chemical engineers employed full-time in industry.

TABLE 83

MEDIAN AND MEAN SALARIES OF CHEMISTS* EMPLOYED FULL-TIME IN INDUSTRY BY WORK SPECIALTY AND DEGREE LEVEL, 1993

WORK SPECIALTY	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
Biochemistry	$40,700	$45,198	$51,000	$56,585	$69,000	$77,146
General Chemistry	42,650	48,930	50,500	54,322	70,000	78,887
Agricultural Chemistry	45,000	50,249	56,600	58,918	68,700	74,436
Analytical Chemistry	41,600	44,162	52,000	53,505	65,000	68,495
Environmental Chemistry	40,850	45,695	52,267	54,700	66,000	70,041
Inorganic Chemistry	49,250	52,397	47,400	53,705	60,000	68,241
Materials Science	52,000	53,449	58,000	64,874	70,000	75,520
Medicinal/Pharmaceutical Chem	43,000	50,667	51,000	55,589	70,000	79,042
Organic Chemistry	49,825	51,132	53,000	56,602	68,000	72,874
Physical Chemistry	47,000	49,735	55,000	60,343	68,000	70,779
Polymer Chemistry	50,000	54,083	57,950	60,729	68,000	73,222
Other Chemical Science	42,000	45,397	60,000	60,306	71,836	75,285
Business Administration	65,000	69,214	74,000	76,513	105,000	147,285
Computer Science	59,500	57,730			71,000	72,881
Other Non-Chemistry	55,300	56,638	56,500	64,515	78,000	83,324

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society

TABLE 84

MEDIAN AND MEAN SALARIES OF CHEMISTS* EMPLOYED FULL-TIME IN INDUSTRY BY WORK FUNCTION AND DEGREE LEVEL, 1993

WORK FUNCTION	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
R & D Management	$63,000	$67,475	$68,800	$74,009	$85,000	$91,028
Basic Research	37,000	38,748	49,450	50,970	64,200	68,019
Applied Research	42,500	45,071	50,775	52,765	63,000	66,173
General Management	55,000	62,036	61,170	70,216	90,500	116,568
Marketing	52,000	54,246	60,000	61,655	69,000	70,993
Production	41,514	43,659	50,000	53,413	60,150	64,201
Health & Safety	48,000	51,543	54,500	58,875	78,000	78,597
Other Lab Analysis	37,495	40,945	47,000	47,614	57,000	57,160
Consulting	40,000	43,899	59,250	59,950	65,000	73,498
Other	49,300	50,777	54,000	55,478	69,000	72,604

* Includes only members of the American Chemical Society.

TABLE 85

MEDIAN AND MEAN SALARIES OF CHEMISTS* EMPLOYED FULL-TIME IN INDUSTRY BY TYPE OF INDUSTRY AND DEGREE LEVEL, 1993

TYPE OF INDUSTRY	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
Analytical Service	$38,250	$43,548	$47,000	$50,080	$63,050	$66,717
Contract Research Firm	44,998	41,000	56,750	59,809	60,980	67,933
Other Non-Manufacturing	42,750	46,828	47,900	52,665	65,000	69,139
Aerospace	49,750	52,226	60,500	60,713	66,000	72,478
Agricultural Chemicals	40,000	45,679	60,000	57,399	68,425	72,569
Basic Chemicals	49,800	51,133	57,900	61,175	81,890	69,000
Specialty Chemicals	48,586	51,560	53,000	59,454	68,000	73,420
Biochemical Products			50,000	55,747	69,000	76,404
Electronics	50,900	54,430	56,500	59,167	70,900	76,226
Food	45,000	49,193	57,600	61,574	70,000	73,620
Instruments	42,000	49,853	52,750	55,750	62,730	66,497
Medical Devices	41,500	44,735	52,000	56,835	65,000	75,204
Metals	41,750	46,135	55,600	54,631	70,000	77,569
Paper	45,000	45,279	56,800	60,824	69,000	71,411
Petroleum	52,000	55,815	54,000	57,274	82,300	87,935
Pharmaceuticals	43,477	47,656	51,200	56,183	70,500	78,907
Plastics	54,000	55,216	64,000	65,172	67,000	72,226
Rubber	52,750	56,462	59,250	62,086	75,000	76,271
Soaps	40,250	44,560			74,619	69,000
Other Manufacturing	45,000	47,667	54,000	57,373	68,230	73,347

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society

TABLE 86

MEAN AND MEDIAN ANNUAL SALARIES OF CHEMISTS* EMPLOYED FULL-TIME BY TYPE OF EMPLOYER AND DEGREE LEVEL 1993

TYPE OF EMPLOYER	BACHELOR'S			MASTER'S			PH.D.		
	Number	Mean	Median	Number	Mean	Median	Number	Mean	Median
Private Industry	1,792	$48,748	$44,726	1,119	$57,500	$54,000	2,910	$75,153	$68,865
Government	190	44,039	42,984	153	50,320	48,700	395	64,286	62,250
Academic	70	33,145	30,000	128	40,570	40,369	1,853	55,313	50,000
Other Non-Academic	15	27,172	28,000	68	41,000	40,250	20	45,590	41,000

* Includes only members of the American Chemical Society.

TABLE 87

MEDIAN AND MEAN SALARIES OF CHEMISTS* EMPLOYED FULL–TIME IN INDUSTRY BY NUMBER OF SUBORDINATES AND DEGREE LEVEL, 1993

TOTAL SUBORDINATES	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
None	$39,500	$41,438	$48,532	$50,836	$60,000	$63,139
1–2	45,000	47,339	53,000	54,507	63,950	66,922
3–9	48,000	51,967	55,536	57,937	69,900	71,488
10–14	50,000	54,528	65,000	66,405	81,000	84,867
15–29	59,500	63,761	64,550	67,937	82,600	85,444
30–49	60,000	67,725	65,000	72,790	95,191	96,466
50–99	72,000	80,737	90,000	82,933	103,000	115,218
100 or more			91,380	95,554	135,000	160,063

NOTES: Blanks indicate fewer than 15 respondents. * Includes only menbers of the American Chemical Society.

TABLE 88

MEDIAN AND MEAN SALARIES OF CHEMISTS* EMPLOYED FULL–TIME IN INDUSTRY BY GEOGRAPHIC REGION AND DEGREE LEVEL, 1993

GEOGRAPHIC REGION	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
Pacific	$45,000	$49,657	$55,000	$59,261	$67,682	$80,070
Mountain	51,268	47,600	52,400	52,968	65,000	70,859
West North Central	43,000	47,260	51,800	55,058	67,500	72,232
West South Central	48,540	51,772	49,975	53,875	68,400	73,524
East North Central	43,100	47,631	53,750	57,008	67,400	72,868
East South Central	45,000	48,824	63,000	66,656	63,075	65,393
Middle Atlantic	46,000	49,343	53,340	57,900	70,000	76,702
South Atlantic	44,000	48,284	53,350	56,593	68,000	72,263
New England	41,000	46,533	58,665	60,665	72,000	79,527

* Includes only members of the American Chemical Society.

TABLE 89

MEDIAN AND MEAN SALARIES OF FULL-TIME CHEMISTS* EMPLOYED IN INDUSTRY BY DEGREE LEVEL, SUPERVISORY STATUS AND YEARS SINCE B.S., 1993

SUPERVISORY STATUS & YEARS SINCE B.S.	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
NON-SUPERVISORS						
TOTAL	$39,500	$41,438	$48,532	$50,836	$60,000	$63,139
0-1	25,200	24,799				
2-4	33,000	32,946	39,300	37,300		
5-9	36,500	36,870	40,020	40,382	52,500	50,653
10-14	43,000	43,383	45,000	45,478	55,100	55,612
15-19	46,057	47,033	51,400	51,915	61,000	61,187
20-24	47,750	49,491	52,000	54,200	62,000	63,825
25-29	50,000	50,997	57,200	56,542	67,750	69,395
30-34	53,350	53,306	60,000	61,750	75,323	75,080
35-39	60,000	58,704	64,500	68,025	78,000	80,265
40 or more	54,500	55,737			64,200	64,566
SUPERVISORS						
TOTAL	49,000	53,612	57,000	60,873	70,800	78,035
0-1	31,200	32,354				
2-4	34,000	34,951				
5-9	40,000	43,800	42,750	43,312	53,400	54,083
10-14	46,900	48,218	49,000	51,024	6,000	60,783
15-19	53,300	56,037	57,000	57,586	68,000	69,755
20-24	57,000	59,848	59,500	64,176	75,960	78,125
25-29	59,600	63,798	60,000	63,654	82,010	89,818
30-34	65,000	66,307	70,300	72,413	83,000	89,769
35-39	70,000	74,305	67,634	74,839	85,500	91,625
40 or more	71,000	89,725	71,430	74,530	91,000	123,297

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society

TABLE 90

MEAN ANNUAL SALARIES OF CHEMISTS* EMPLOYED FULL–TIME BY BY TYPE OF EMPLOYER, DEGREE LEVEL AND SEX, 1993

TYPE OF EMPLOYER	BACHELOR'S			MASTER'S			PH.D.		
	Men	Women	%W of M	Men	Women	%W of M	Men	Women	%W of M
Private Industry	$51,700	$45,600	88.2	60,000	52,500	87.5	76,800	68,100	88.7
Government	45,500	44,400	97.6	51,100	47,900	93.7	65,200	60,500	92.8
Academic	35,500	27,900	78.6	43,600	38,500	88.3	57,100	46,900	82.1
Other Non–Academic	50,200	41,100	81.9	57,900	43,800	75.6	80,600	82,000	101.7

* Includes only members of the American Chemical Society.

TABLE 91

MEAN SALARIES OF CHEMISTS* EMPLOYED FULL–TIME IN INDUSTRY BY YEARS SINCE B.S., DEGREE LEVEL AND SEX, 1993

YEARS SINCE B.S.	BACHELOR'S			MASTER'S			PH.D.		
	Men	Women	%W of M	Men	Women	%W of M	Men	Women	%W of M
0–1	$28,554	$28,594	100.1						
2–4	33,962	33,431	98.4						
5–9	41,311	38,803	93.9	42,327	41,189	97.3	54,022	50,574	93.6
10–14	48,017	43,383	90.3	49,772	46,127	92.7	59,597	59,086	99.1
15–19	53,695	51,505	95.9	56,797	52,202	91.9	68,905	63,849	92.7
20–24	58,317	49,058	84.1	63,535	55,226	86.9	76,895	70,370	91.5
25–29	62,494	47,105	75.4	63,795	50,793	79.6	87,838	71,530	81.4
30–34	64,157			70,489	63,035	89.4	87,961	69,092	78.5
35–39	70,770			74,169			89,440		
More than 40	79,237			74,234			111,956		
ALL YEARS	51,710	41,282	79.8	60,042	49,076	81.7	76,761	62,839	81.9

* Includes only members of the American Chemical Society.
NOTE: Blanks indicate fewer than 15 respondents.

SOURCE: Statistics compiled for the American Association of Petroleum Geologists

TABLE 92

AVERAGE SALARIES OF GEOLOGISTS BY DEGREE LEVEL AND YEARS OF EXPERIENCE, 1991

YEARS OF EXPERIENCE	ALL DEGREES	DEGREE LEVEL		
		Bachelor's	Master's	Ph.D.
0–2	$42,100	$40,300	$41,600	$46,000
3–5	50,200	40,100	50,400	
6–9	55,700	50,300	59,400	
10–19	71,400	66,500	72,700	93,600
20+	91,900	98,700	89,600	

NOTE: Blanks indicate insufficient data.

TABLE 93

AVERAGE SALARIES OF PH.D. TOXICOLOGISTS BY YEARS OF EXPERIENCE AND SEX, 1991

YEARS OF EXPERIENCE	ALL RESPONDENTS Average Salary	ALL RESPONDENTS % Change from 1989	MEN Average Salary	MEN % Change from 1989	WOMEN Average Salary	WOMEN % Change from 1989
0–1	$37,820	−5.9	$41,800	−0.6	$31,400	1.9
1–3	43,800	15.9	48,200	17.0	37,900	10.3
3–5	54,300	13.6	60,800	20.6	45,200	2.0
5–10	56,800	7.3	58,400	6.2	52,200	15.2
10–20	71,200	10.4	73,200	11.2	62,600	6.1
20+	80,900	10.5	82,500	9.7	69,400	20.3

SOURCE: American Association of Pharmaceutical Scientists, *Pharmaceutical Technology*, December 1992

TABLE 94

MEAN ANNUAL SALARIES OF PhD PHARMACEUTICAL SCIENTISTS* BY TYPE OF EMPLOYER AND SEX, DECEMBER 1991

TYPE OF EMPLOYER	TOTAL Mean	TOTAL % Change	MEN Mean	MEN % Change	WOMEN Mean	WOMEN % Change	Women's Salaries as % of Men's
INDUSTRY	$77,000	5.8	$79,700	6.3	$64,300	6.8	80.7
ACADEMIA	66,300	3.8	68,100	3.8	50,200	0.2	73.7
GOVERNMENT	60,800	4.6	64,800	2.0			
OTHER	70,000	−13.7	70,000				

*Includes only members of the American Assocation of Pharmaceutical Scientists

NOTE: Blanks indicate fewer than 10 respondents.

TABLE 95

MEAN ANNUAL SALARIES OF PHARMACEUTICAL SCIENTISTS* IN INDUSTRY BY YEARS OF EXPERIENCE AND SEX, DECEMBER 1991

YEARS OF EXPERIENCE	TOTAL Mean	TOTAL % Change	MEN Mean	MEN % Change	WOMEN Mean	WOMEN % Change	Women's Salaries as % of Men's
0 – 5	$52,400	6.9	$55,300	10..4	$48,200	4.6	87.2
5 – 10	58,000	2.5	60,600	3.9	52,900	0.2	87.3
10 – 20	70,800	2.9	73,500	3.1	60,600	5.6	82.4
20 – 30	89,100	7.6	91,400	7.5	72,900	11.8	79.8
>30	89,800	1.2	91,200	4.2			
OVERALL	70,100	5.6	74,300	6.9	56,400	4.1	75.9

*Includes only members of the American Assocation of Pharmaceutical Scientists

NOTE: Blanks indicate fewer than 10 respondents.

TABLE 96

NUMBER AND MEDIAN SALARIES OF PHARMACEUTICAL SCIENTISTS* IN INDUSTRY BY TYPE OF DEGREE AND YEARS OF EXPERIENCE, DECEMBER 31, 1991

TYPE OF DEGREE	YEARS OF EXPERIENCE				
	0–5	5–10	10–20	20–30	>30
B.S.					
Number	29	72	113	38	13
Median	$36,000	$39,500	$53,000	$68,000	$73,000
M.S.					
Number	14	38	63	40	20
Median	38,500	45,000	59,000	71,000	78,000
PharmD					
Number	10	9	21	15	8
Median	56,500		72,000	90,000	
Ph.D.					
Number	126	178	266	154	42
Median	54,000	64,000	77,000	92,000	100,500

*Includes only members of the American Assocation of Pharmaceutical Scientists

SOURCE: American Association of Pharmaceutical Scientists, *Pharmaceutical Technology*, December 1992

TABLE 97

AVERAGE ANNUAL SALARIES OF PHARMACEUTICAL SCIENTISTS* BY FIELD OF HIGHEST DEGREE, DECEMBER 1990 AND DECEMBER 1991

FIELD OF HIGHEST DEGREE	DECEMBER 1990	DECEMBER 1991	% CHANGE
Pharmacology	$72,500	$78,600	8.4
Toxicology	63,200	60,400	−4.4
Marketing/Marketing Research	53,800	64,100	19.1
Physical Chemistry	70,700	80,700	14.1
Pharmacy Administration	71,700	68,300	−4.7
Pharmaceutics/Pharmacy	66,000	70,600	7.0
Organic Chemistry	67,700	69,100	2.1
Clinical Pharmacy	64,400	67,400	4.7
Pharmaceutical/Medicinal Chemistry	68,100	73,000	7.2
Clinical Pharmacology	81,500	90,500	11.0
Chemical Engineering	57,500	69,400	20.7
Pharmacokinetics	66,200	70,300	6.2
Biopharmaceutics	70,200	70,300	0.1
Biochemistry	65,300	68,300	4.6
Analytical Chemistry	62,600	64,100	2.4
Pharmacognosy	58,800	70,200	19.4
Other	61,200	61,000	−0.3
Inorganic Chemistry	65,300	65,300	0.0
Microbiology		61,700	

*Includes only members of the American Assocation of Pharmaceutical Scientists

NOTE: Blanks indicate fewer than 10 respondents.

AVERAGE ANNUAL SALARIES OF ALL PHARMACEUTICAL SCIENTISTS* AND PH.D. PHARMACEUTICAL SCIENTISTS IN INDUSTRY BY JOB SPECIALTY, DECEMBER 1991

JOB SPECIALTY	ALL			PhDs
	December 1990	December 1991	% Change	December 1991
General Management, Administrative (Non–R&D)	$98,000	$96,000	–2.0	$101,200
Management of R&D	88,500	94,200	6.4	97,800
Other	70,600	63,700	–9.8	73,600
Regulatory Affairs	68,800	76,100	10.6	87,400
Clinical Research	75,500	76,700	1.6	80,200
Marketing, Sales, Advertising	65,500	68,300	4.3	
Production		72,400		
Project Management	60,900	61,800	1.5	
Quality Assurance/Control	68,000	67,300	–1.0	84,200
Technology Transfer/Technical Services	62,300	67,200	7.9	73,900
Drug Metabolism	62,800	64,900	3.3	72,000
Clinical Supply/Manufacturing	61,200	62,700	2.5	
Pharmaceutical/Analytical Development	58,400	65,000	11.3	74,000
Biotechnology		69,200		72,600
Biopharmaceutics/Pharmacokinetics	62,100	65,400	5.3	70,700
Basic Research	48,100	68,800	43.0	66,100
Pharmaceutical Development (Dosage form design)	58,500	61,500	5.1	67,000
Preformulation	56,900	65,000	14.2	64,600
Drug Delivery Research	57,800	63,800	10.4	70,600
Drug Stability	54,800	54,500	–0.5	

*Includes only members of the American Assocation of Pharmaceutical Scientists

NOTE: Blanks indicate fewer than 10 respondents.

TABLE 99

MEAN ANNUAL SALARIES OF PHARMACEUTICAL SCIENTISTS* IN INDUSTRY BY DEGREE LEVEL AND GEOGRAPHIC REGION, 1991

GEOGRAPHIC REGION	BACHELORS		MASTER'S		Ph.D.	
	Mean	% Change	Mean	% Change	Mean	% Change
EAST	$52,300	–3.5	$62,100	6.2	$77,800	5.6
SOUTH	48,100	–4.1			74,600	4.9
MIDWEST	49,300	2.3	65,000	11.5	74,900	10.0
WEST	54,900	–2.8	61,900	18.8	80,400	1.0
OTHER	55,200	8.7	70,000	24.3	75,700	6.2

*Includes only members of the American Assocation of Pharmaceutical Scientists

NOTE: Blanks indicate fewer than 10 respondents.

TABLE 100

MEDIAN SALARIES OF DOCTORAL-LEVEL PSYCHOLOGISTS* BY TYPE OF POSITION AND METROPOLITAN AREA, 1991

METROPOLITAN AREA	TYPE OF POSITION			
	Faculty		Independent Practice	
	Number	Salary	Number	Salary
Albany	25	$40,000		$
Albuquerque	12	49,136	11	60,000
Atlanta	31	39,500	41	75,000
Cedar Rapids	12	48,500	14	52,944
Cincinnati	25	54,000	11	60,000
Cleveland	23	40,909	14	65,000
Dallas	19	40,909	20	77,500
Denver	22	46,800	19	60,000
Houston	30	48,273	15	51,000
Knoxville	10	42,000	11	63,000
Lansing	30	58,944		
Lawrence	24	40,909		
Manchester, NH			12	62,000
Miami, FL	28	42,955	17	70,000
Minneapolis	46	45,000	26	67,500
Nashville	19	42,000		
Norfolk			11	61,000
Philadelphia	55	49,000	28	50,000
Phoenix	28	54,000	23	65,000
Portland	13	36,000	16	63,000
Raleigh/Durham	45	48,000	11	68,000
Richmond	27	44,000	12	64,500
St. Louis	18	51,045	15	65,000
Seattle	36	44,500	20	70,000
Worcester, MA			11	55,000

Note: See notes below.

TABLE 101

MEDIAN SALARIES OF MASTER'S-LEVEL PSYCHOLOGISTS* BY EMPLOYMENT SETTING, 1991

EMPLOYMENT SETTING	NUMBER	SALARY
Faculty	127	$35,000
Educational Administration	44	55,000
Research	40	48,000
Research Administration	14	61,000
Direct Human Services – Clinical	334	40,000
Direct Human Services – Counseling	93	37,000
Direct Human Services – School Psychology	108	52,000
Direct Human Services – Other Psychology	414	35,000
Administration of Human Services	208	44,000
Other Administration	60	60,000
Applied Psychology (Industrial/Organ. Psychology)	65	50,000
Applied Psychology (Other Psycholgy)	31	50,000

Notes: * Includes only members of the American Psychological Association

All salaries are reported for 11-12 month periods, with the exception of faculty salaries that are for 9-10 months. Converting 9-10 month to 11-12 month periods can be done by multiplying by 11/9. Blanks indicate fewer than 10 respondents.

TABLE 102

MEDIAN SALARIES OF DOCTORAL-LEVEL PSYCHOLOGISTS* BY TYPE OF POSITION AND GEOGRAPHIC REGION, 1991

TYPE OF POSITION	GEOGRAPHIC REGION								
	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Atlantic	West South Atlantic	Mountain	Pacific
Educational Admin.	$73,000	$70,000	$68,000	$50,000	$64,500	$	$	$	$70,000
Research	45,000	49,500	44,000	43,000	53,000				50,500
Research Admin.	74,000	75,000	61,000		70,000		69,000		69,000
Independent Practice	51,667	50,000	50,000	50.000	50,000	53,000	50,000	50,000	55,000
Direct Services – Other Settings	51,333	51,166	50,000	50,000	50,000	52,000	50,000	50,000	50,000
Faculty in Universities	49,045	50,000	45,000	45,000	47,000	41,000	41,000	47,000	51,545
Faculty – Other Settings	40,000	45,000	40,000	40,000	42,000	40,909	40,909	42,273	42,273
Services Admin.	50,000	57,000	54,500	54,000	55,000	49,500	52,000	51,000	57,000
Appliled Psychology (Industrial/Org. Psych)		79,000	71,000	81,000	69,500		90,000		80,000
Applied Psychology (other Psychology)	70,000	68,000	70,000	60,000	61,000		62,000		67,000
Admin. of Applied Psych.		105,000	96,000		68,000				88,500
Other Administration		75,000	70,500		64,000				70,000

* Includes only members of the American Psychological Association. Blanks indicate fewer than 10 respondents.

NOTE: All salaries are reported for 11–12 month periods, with the exception of faculty salaries that are for 9–10 months. Converting 9–10 month to 11–12 month periods can be done by multiplying by 11/9.

TABLE 103

MEDIAN AND MEAN 11–12 MONTH SALARIES OF DOCTORAL-LEVEL PSYCHOLOGISTS* BY YEARS OF EXPERIENCE, SEX AND RACE/ETHNICITY, 1991

YEARS OF EXPERIENCE	TOTAL	SEX		RACE/ETHNICITY				
		MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	AMERICAN INDIAN
0–1								
Median	$35,000	$36,000	$35,000	$35,000				
Mean	35,590	37,281	34,238	35,371				
2–4								
Median	39,000	40,000	38,000	39,000	34,000	40,500	40,000	
Mean	41,623	43,411	39,902	41,921	35,214	40,250	40,563	
5–9								
Median	47,000	49,000	45,000	47,000	48,000	47,000	48,000	
Mean	51,691	54,368	48,089	51,774	52,207	48,581	48,194	
10–14								
Median	54,000	55,000	50,000	54,000	51,000	52,000	55,000	50,500
Mean	60,239	63,316	54,777	60,920	51,921	55,511	58,524	52,833
15–19								
Median	58,000	60,000	54,000	58,000	56,000	61,000	57,000	
Mean	64,020	66,587	57,698	63,911	64,115	68,048	57,913	
20–24								
Median	62,000	63,000	60,000	62,000	57,000	62,000	56,000	
Mean	69,797	71,860	62,645	70,330	57,444	62,727	58,842	
25–29								
Median	66,000	67,000	61,000	66,000	79,000	65,000		
Mean	71,973	73,750	64,795	72,229	83,778	71,857		
30+								
Median	71,000	73,000	60,000	71,000	74,000		80,000	
Mean	74,172	76,509	67,753	75,552	72,000		78,333	

NOTE: Blanks indicate fewer than 10 respondents.

* Includes only members of the American Psychological Association

SOURCE: American Psychological Association, *1991 Salaries in Psychology*, May 1992

TABLE 104

MEDIAN AND MEAN 11–12 MONTH SALARIES OF DOCTORAL–LEVEL PSYCHOLOGISTS* BY TYPE OF POSITION AND YEARS OF EXPERIENCE, 1991

TYPE OF POSITION	YEARS OF EXPERIENCE							
	0–1	2–4	5–9	10–14	15–19	20–24	25–29	30+
EDUCATIONAL ADMINISTRATION								
Median	$	$	$50,000	$58,000	$63,000	$69,500	$76,000	$92,000
Mean			48,714	59,970	69,311	71,911	78,385	89,611
RESEARCH								
Median		35,000	46,000	50,000	58,000	60,000	69,000	78,000
Mean		33,677	47,123	50,086	57,517	60,278	77,375	76,250
RESEARCH ADMINISTRATION								
Median			55,000	69,000	67,000	91,500	78,500	95,000
Mean			55,200	74,190	67,481	85,346	77,083	96,800
DIRECT HUMAN SERVICES – Clinical								
Median	36,000	40,500	49,000	55,000	60,000	62,000	60,000	57,000
Mean	37,300	45,052	55,058	65,832	68,415	70,892	67,626	66,985
DIRECT HUMAN SERVICES – Counseling								
Median		37,000	48,000	48,500	55,000	55,000	59,000	
Mean		43,054	54,382	54,230	59,297	55,182	64,000	
DIRECT HUMAN SERVICES – School Psych.								
Median		48,000	49,500	52,000	55,000	64,000	65,000	
Mean		46,846	53,150	52,591	57,800	66,811	65,500	
DIRECT HUMAN SERVICES – Other Psych.								
Median		38,000	47,500	54,000	57,000	60,000	61,000	55,000
Mean		39,915	51,968	62,932	63,395	69,209	73,067	82,875
ADMINISTRATION OF HUMAN SERVICES								
Median		38,000	49,000	55,000	55,000	60,000	60,000	60,000
Mean		41,280	51,868	59,270	58,792	64,425	62,177	63,667
APPLIED PSYCH. – Industrial/Organ. Psych.								
Median		45,000	61,000	86,500	76,500	94,000	91,000	87,500
Mean		45,000	64,053	91,900	101,676	105,500	135,231	93,917
APPLIED PSYCHOLOGY – Other Psych.								
Median		50,000	57,000	68,000	65,000	82,500		
Mean		55,818	68,625	73,586	69,680	97,200		
ADMINISTRATION OF APPLIED PSYCH.								
Median			61,000	69,500	85,000	92,000		
Mean			62,550	98,200	117,429	146,778		
OTHER ADMINISTRATION								
Median			55,000	64,500	67,000	66,000	80,000	82,000
Mean			68,000	74,444	78,375	85,765	78,706	100,308

* Includes only members of the American Psychological Association

NOTE: All psychologists included in direct human services activitites are licensed. Blanks indicate fewer than 10 respondents.

TABLE 105

MEDIAN AND MEAN 11–12 MONTH SALARIES OF DOCTORAL–LEVEL PSYCHOLOGISTS* BY TYPE OF POSITION, SEX AND YEARS OF EXPERIENCE, 1991

TYPE OF POSITION	YEARS OF EXPERIENCE							
	0–1	2–4	5–9	10–14	15–19	20–24	25–29	30+
EDUCATIONAL ADMIN.								
Men								
Median	$	$	$	$54,000	$64,000	$68,500	$77,000	$87,000
Mean				60,529	68,821	70,472	78,957	86,250
Women								
Median			47,000	58,500	61,000	74,000	75,000	
Mean		-	44,429	59,375	67,471	74,684	77,182	
RESEARCH								
Men								
Median		36,000	46,000	55,000	60,000	61,000	70,000	80,000
Mean		35,200	50,160	54,226	59,947	62,600	81,000	77,182
Women								
Median		33,500	45,000	44,000	54,000			
Mean		32,250	44,750	45,333	52,900			
RESEARCH ADMINISTRATION								
Men								
Median			55,000	72,000	71,000	94,000	78,000	
Mean			55,933	77,909	70,647	89,091	76,636	
Women								
Median				67,000	58,500			
Mean				70,100	62,100			
DIRECT HUMAN SERVICES – Clinical								
Men								
Median	35,000	41,000	50,000	60,000	60,000	63,000	58,000	57,000
Mean	35,174	45,581	57,842	69,493	70,689	73,363	68,471	65,004
Women								
Median	35,000	40,000	45,000	50,000	54,500	59,000	60,000	59,000
Mean	34,561	41,967	50,262	57,288	60,246	62,382	63,826	71,250
Counseling								
Men								
Median		37,000	50,500	52,000	51,000	50,000	60,000	
Mean		39,946	58,769	57,092	56,309	54,171	64,368	
Women								
Median	30,500	33,000	44,000	45,000	59,500	50,000		
Mean	29,800	41,167	48,607	46,778	63,150	53,067		
School Psychology								
Men		42,000	48,000	51,000	55,000	60,000	60,000	
Median		43,077	52,063	52,310	58,514	70,290	64,538	
Mean								
Women								
Median			50,000	50,000	52,500	54,000		
Mean			53,600	52,292	56,563	56,571		
Other Psychology								
Men								
Median		40,000	47,000	54,000	59,000	59,000	62,000	58,500
Mean		44,927	50,897	64,524	65,593	67,604	71,045	93,417
Women								
Median		37,000	44,000	53,500	49,500	70,000	51,500	
Mean		36,020	50,467	57,103	51,143	70,789	70,917	
ADMIN. OF HUMAN SERVICES								
Men								
Median		40,000	50,000	57,000	55,000	60,000	62,500	64,000
Mean		41,429	54,746	60,994	59,858	65,549	63,982	66,543
Women								
Median		36,000	45,000	50,000	52,500	53,500		54,000
Mean		41,091	46,627	54,882	54,391	58,286		55,923
OTHER ADMINISTRATION								
Men								
Median			60,000	67,000	75,000	75,000	80,000	91,000
Mean			72,545	80,455	88,160	91,778	81,643	106,100
Women								
Median				62,000	60,000			
Mean				65,000	62,067			

* Includes only members of the American Psychological Association

NOTE: All psychologists included in direct human services activitites are licensed. Blanks indicate fewer than 10 respondents.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 106

MEDIAN AND MEAN SALARIES OF PHYSICISTS* BY YEARS SINCE DEGREE, TYPE OF EMPLOYER, AND DEGREE LEVEL, 1992

TYPE OF EMPLOYER AND DEGREE LEVEL	YEARS SINCE DEGREE						
	0–4	5–9	10–14	15–19	20–24	25–29	30+
INDUSTRY							
PhDs							
Median	$54,000	$62,400	$72,200	$75,000	$82,000	$90,300	$90,000
Mean	54,500	62,800	74,100	83,100	91,900	96,700	102,200
Master's							
Median	42,000	50,000	63,000	68,900	70,000	70,000	
Mean	44,500	51,400	69,300	69,800	74,600	76,600	
Bachelor's							
Median	36,700	46,800	50,300	67,100	65,000	72,000	
Mean	37,300	45,900	53,600	67,400	69,800	77,900	
GOVERNMENT							
PhDs							
Median	46,100	52,100	59,900	70,000	75,000	80,000	83,000
Mean	46,900	53,500	59,700	70,200	75,800	78,500	83,300
Master's							
Median	41,000	44,300	50,000	56,000	60,000	67,600	
Mean	41,800	45,000	51,000	56,500	59,000	66,000	
UNIVERSITY 11–12 Month							
PhDs							
Median	42,000	50,000	55,700	66,000	67,800	84,000	89,600
Mean	43,900	50,800	58,600	69,500	74,700	87,100	93,000
UNIVERSITY 9–10 Month							
PhDs							
Median	39,000	41,500	48,000	55,000	60,000	60,000	69,000
Mean	40,200	42,900	50,300	55,800	60,700	63,100	71,400
SECONDARY SCHOOL							
Master's							
Median	32,000	35,000	36,000	40,000	45,000	48,500	
Mean	33,100	36,200	39,200	40,200	45,000	48,300	
FFR&DC**							
PhDs							
Median	58,000	60,100	69,000	70,100	77,000	80,000	86,000
Mean	57,400	60,500	69,600	73,800	80,500	83,600	90,200

*Includes only members of the AIP member societies.

**Federally–funded R&D Centers

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 107

NUMBER, MEDIAN, AND MEAN SALARIES OF PHYSICISTS* BY TYPE OF EMPLOYER AND DEGREE LEVEL, 1992

TYPE OF EMPLOYER	PH.D.			MASTER'S		
	Number	Median	Mean	Number	Median	Mean
University						
9–12 Month	1,640	$54,000	$56,500			
11–12 Month	1,102	52,000	57,700			
Four–Year College						
9–10 Month	288	43,000	44,400			
Junior College				76	$40,000	$41,900
Industry/Self–Employed	1,623	71,500	77,600	557	58,000	62,000
Government	795	62,000	64,600	287	50,500	52,400
FFR&DC**	722	69,000	69,200	59	55,000	58,700
Secondary School				588	40,000	41,000
Nonprofit	187	60,000	63,300	26	57,000	61,700
Hospital	170	78,000	80,400	185	63,000	61,300

*Includes only members of the AIP member societies.

**Federally–funded research and developmetn centers

NOTE: Blanks indicate number of respondents too small to calculate reliable medians/means.

TABLE 108

1992 SALARIES OF PH.D. PHYSICISTS* BY YEARS SINCE PH.D.

YEARS SINCE PH.D.	NUMBER	MEDIAN	MEAN
0–4	$639	$48,000	$47,900
5–9	1,059	52,100	53,400
10–14	964	61,000	62,700
15–19	961	67,100	69,900
20–24	1,137	71,000	74,700
25–29	789	74,500	77,900
30+	782	80,000	82,500

* Includes only members of the AIP member societies.

TABLE 109

NUMBER, MEAN SALARY, AND AGE OF PH.D. PHYSICISTS* BY SELECTED EMPLOYMENT SECTORS AND SEX, 1992

EMPLOYMENT SECTOR	MALE			FEMALE		
	Number	Mean Salary	Mean Age	Number	Mean Salary	Mean Age
INDUSTRY	1,487	$78,900	45	85	$66,400	39
GOVERNMENT	707	67,800	48	53	53,700	42
FFR&DC**	605	73,400	46	45	61,200	39

*Includes only members of the AIP member societies.

** Federally funded R & D centers.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 110

MEDIAN AND MEAN SALARIES OF PHYSICISTS* BY YEARS SINCE DEGREE AND PRIMARY WORK ACTIVITY, 1992

PRIMARY WORK ACTIVITY	YEARS SINCE DEGREE					
	0–4	5–9	10–14	15–19	20–24	25+
BASIC RESEARCH						
Median	$55,000	$65,000	$80,000	$75,000	$78,000	$95,000
Mean	55,300	63,400	782,000	78,600	84,100	95,200
APPLIED RESEARCH						
Median	54,000	62,500	72,000	73,000	80,000	90,000
Mean	55,100	62,900	72,500	76,100	90,100	96,400
DEVELOPMENT, DESIGN & ENGINEERING						
Median	53,000	62,000	70,000	75,000	80,000	80,000
Mean	53,700	62,200	72,400	83,500	86,600	84,100
ADMINISTRATION						
Median			90,000	91,000	10,700	120,000
Mean			83,300	94,000	123,500	129,800

*Includes only members of the AIP member societies.

NOTE: Blanks indicate number of respondents too small to calculate reliable medians/means.

TABLE 111

NUMBER, MEDIAN AND MEAN SALARIES OF PH.D. PHYSICISTS* BY GEOGRAPHIC REGION, 1992

GEOGRAPHIC REGION	NUMBER	MEDIAN SALARY	MEAN SALARY
New England	575	$60,000	$63,900
Middle Atlantic	1,082	64,400	66,700
South Atlantic	1,287	60,000	62,300
East North Central	859	54,000	58,600
East South Central	239	56,000	58,500
West North Central	318	50,000	55,800
West South Central	430	58,000	61,800
Mountain	658	61,200	61,700
Pacific	1,432	65,000	69,500

*Includes only members of the AIP member societies.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 112

MEDIAN SALARIES OF PH.D. PHYSICISTS* BY GEOGRAPHIC REGION AND EMPLOYMENT SECTOR, 1992

GEOGRAPHIC REGION	EMPLOYMENT SECTOR		
	Academe	Industry	Other
New England	$52,000	$79,000	$65,000
Middle Atlantic	54,000	72,000	65,100
South Atlantic	51,000	70,000	62,000
East North Central	50,000	65,000	60,000
East South Central	43,000	64,000	60,000
West North Central	46,700	67,500	
West South Central	47,300	69,000	68,100
Mountain	50,000	66,400	69,000
Pacific	58,000	73,000	70,000

*Includes only members of the AIP member societies.

Note: Blanks indicate too few respondents to calculate reliable medians.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 113

NUMBER AND MEDIAN SALARY OF PH.D. PHYSICISTS* BY SELECTED METROPOLITAN AREAS, 1992

METROPOLITAN AREA	NUMBER	MEDIAN SALARY
Albuquerque	96	$65,000
Atlanta	53	61,000
Austin	52	57,500
Boston	202	61,500
Cleveland	45	56,300
Columbus	52	52,500
Dallas	40	63,000
Denver	59	60,000
Houston	107	68,000
Knoxville	68	65,000
Los Angeles	183	65,600
Minneapolis	49	60,000
New York	193	66,000
Philadelphia	92	55,500
Phoenix	25	53,000
Seattle	66	54,000
St. Louis	43	63,000
St. Paul	32	60,000
Tucson	75	60,000
Washington, DC	230	64,000

*Includes only members of the AIP member societies.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 114

MEDIAN SALARIES OF PH.D. PHYSICISTS* BY SELECTED STATES, 1992

STATE	NUMBER	MEDIAN SALARY	MEAN SALARY
Alabama	71	$56,000	$60,300
Arizona	115	55,000	57,600
California	1,181	68,000	71,400
Northern	597	70,000	73,900
Southern	584	64,000	68,800
Colorado	194	60,000	60,700
Connecticut	89	65,000	65,400
Delaware	44	61,000	62,300
D.C.	230	64,000	69,300
Florida	145	50,500	54,100
Georgia	73	55,000	56,400
Hawaii	37	65,000	65,500
Illinois	261	55,000	57,300
Indiana	96	51,100	57,800
Iowa	56	48,100	52,100
Kansas	39	43,300	46,700
Kentucky	24	55,000	54,600
Louisiana	38	52,000	54,600
Maine	22	55,000	55,300
Maryland	413	60,000	63,500
Massachusetts	392	62,000	65,600
Michigan	186	54,000	59,800
Minnesota	105	60,000	60,200
Mississippi	34	54,000	51,900
Missouri	79	52,000	61,800
Nebraska	23	46,800	48,600
Nw Hampshire	27	54,000	57,200
New Jersey	268	72,000	74,500
New Mexico	258	68,000	66,700
New York	566	62,000	65,000
Northern	288	59,000	61,100
Southern	278	65,000	68,900
North Carolina	86	53,100	59,800
Ohio	207	55,000	60,400
Oklahoma	50	55,500	57,800
Oregon	56	51,900	55,300
Pennsylvania	247	59,000	61,900
Rhode Island	33	50,000	55,200
South Carolina	49	50,000	51,400
Tennessee	110	59,800	60,200
Texas	326	60,000	64,000
Utah	37	50,000	51,500
Virginia	217	64,000	64,800
Washington	134	55,000	58,600
Wisconsin	109	50,000	57,100

*Includes only members of the AIP member societies.

SOURCE: Abbott, Langer & Associates, *Compensation in the MIS/dp Field*, 9th Edition, 1992

TABLE 115

NUMBER, MEAN AND MEDIAN SALARIES AND COMPENSATION OF DATA PROCESSING PERSONNEL BY JOB TITLE, 1991

JOB TITLE	SALARY			TOTAL COMPENSATION		
	No. Reported	Mean	Median	No. Reported	Mean	Median
MIS & Data Processing Director	321	$57,246	$54,000	318	$59,667	$56,500
MIS & Data Processing Corporte Director	272	57,007	54,000	269	62,565	6,000
MIS & Data Processing Deputy Director	34	51,267	52,108	34	52,369	53,349
MIS & Data Processing Corporte Dep. Director	27	49,109	51,000	27	49,959	52,416
MIS & Data Processing Manager	58	52,500	50,416	57	54,458	53,204
MIS & Data Processing Supervisor	38	44,045	44,250	38	45,204	46,880
MIS Manager	23	55,600	52,000	23	58,435	52,000
MIS Section Head	32	50,988	52,348	32	51,870	52,348
MIS Supervisor	23	52,246	51,900	23	52,885	52,346
DP Manager	24	52,685	52,000	24	53,837	54,243
DP Supervisor	24	39,368	40,000	24	40,066	41,150
Senior DP Specialist	30	35,700	33,935	30	36,244	34,035
Lead Data Base Specialist	40	48,596	48,465	40	49,006	48,465
Senior Data Base Specialist	38	43,248	42,570	38	43,382	42,670
Intermediate Data Base Specialist	22	37,871	36,709	22	38,082	36,709
Systems Analysis Supervisor	19	43,564	44,100	19	43,950	44,356
Lead Systems Analyst	119	39,202	39,000	119	39,424	39,025
Senior Systems Analyst	122	40,046	40,344	122	40,227	40,344
Intermediate Systems Analyst	94	42,375	46,411	94	42,408	46,411
Systems Programming Supervisor	24	46,897	46,563	24	47,030	46,563
Lead Systems Programmer	60	45,294	42.964	60	45,661	43,021
Senior Systems Programmer	126	42,576	42,457	126	42,758	42,541
Intermediate Systems Programmer	73	37,363	38,210	73	37,394	38,210
Applications Programming Supervisor	31	47,024	47,000	31	47,127	47,000
Lead Applications Programmer	40	38,205	39,502	40	39,085	39,544
Senior Applications Programmer	165	39,139	35,443	165	39,504	35,958
Intermediate Applications Programmer	315	31,867	31,403	315	32,070	31,900
Junior Applications Programmer	165	26,259	25,500	165	26,412	25,577
Applications Programmer Trainee	38	22,681	22,441	38	22,815	22,851
Senior Sys. Analyst/Systems Programmer	48	37,620	37,646	48	37,917	37,934
Intermediate Sys. Analyst/Sys. Programmer	40	33,680	32,766	40	33,937	33,718
Sys. Analysis & Applications Programming Mgr.	20	61,535	59,333	20	64,239	60,709
Sys. Analysis & Applics. Programming Supvr.	133	45,565	45,308	133	45,866	45,422
Lead Systems Analyst/Applications Programmer	113	42,304	42,396	113	42,719	42,900
Senior Sys. Analyst/Applications Programmer	432	38,932	38,811	432	39,481	39,000
Intermediate Sys. Analyst/Applics. Programmer	388	34,262	34,004	388	34,464	34,100
Junior Sys. Analyst/Applications Programmer	95	29,020	28,501	95	29,098	28,501
User Support/Liaison/Coordination Supervisor	22	40,758	43,535	22	41,428	43,863
Lead User Support/Liaison/Coordina. Spec.	30	40,185	40,955	30	40,236	41,050
Senior User Support/Liaison/Coordina. Spec.	95	33,565	34,000	94	33,835	34,720
Intermediate User Sup/Liaison/Coordina. Spec.	101	29,492	28,600	101	29,723	28,700
Computer Operations Manager	29	46,760	45,000	29	47,393	46,000
Computer Operations Supervisor	93	32,688	32,552	93	32,995	33,217
Lead Computer Operator	77	26,169	25,636	76	26,435	25,650
Senior Computer Operator	190	24,670	23,712	190	24,892	24,161
Intermediate Computer Operator	368	21,450	21,000	368	21,655	21,357
Senior Telecommunications Specialist	51	32,507	31,500	51	32,855	31,500
Intermediate Telecommunications Specialist	44	28,396	27,863	44	28,564	27,863
Senior Data I/O Control Specialist	20	25,890	23,739	20	25,978	23,739
Senior Information Center Specialist	21	32,522	38,000	21	32,550	38,000
Senior Data Entry Operator	31	18,680	19,000	31	18,820	19,000
Intermediate Data Entry Operator	71	17,187	17,492	71	17,277	17,680
Junior Data Entry Operator	49	14,280	15,000	49	14,420	15,000
Technical Writer	24	32,689	33,794	24	32,802	33,794

SOURCE: Abbott, Langer & Associates, *Compensation in the MIS/dp Field*, 9th Edition, 1992

TABLE 116

MEDIAN ANNUAL SALARIES OF DATA PROCESSING PERSONNEL BY JOB TITLE AND TYPE OF EMPLOYER, 1991

JOB TITLE	TYPE OF EMPLOYER				
	All Mfg./ Extractive Employers	All Non–Mfg. Employers	Educational Institutions	State & Local Governments	Health Care Organizations
MIS & Data Processing Director	$58,000	$53,456	$52,300	$51,965	$56,000
MIS & Data Processing Corporate Director	56,500	53,228	51,659	51,191	55,092
MIS & Data Processing Deputy Director	53,900	51,708	49,170	60,177	53,148
MIS & Data Processing Corporate Deputy Dir.		51,000	49,170	60,177	53,148
MIS & Data Processing Manager	50,492	500,000	39,615	45,150	51,428
MIS & Data Processing Supervisor	43,600	45,130	43,690	50,105	27,792
MIS Manager	53,092	50,452		51,432	
MIS Section Head		52,348			
MIS Supervisor	57,970	50,500		50,051	
DP Manager	56,750	51,804	45,599		
DP Supervisor	38,580	42,708		39,729	
Senior DP Specialist	38,000	33,373			
Lead Data Base Specialist	49,200	47,385	36,537	39,065	47,385
Senior Data Base Specialist	42,700	41,870	37,650	41,000	
Intermediate Data Base Specialist	33,600	36,709			
Systems Analysis Supervisor	43,576	45,900	40,350	44,100	
Lead Systems Analyst	38,927	39,012	41,841	35,214	
Senior Systems Analyst	47,250	38,087	40,352	33,332	46,944
Intermediate Systems Analyst	40,650	46,818		33,103	43,820
Systems Programming Supervisor	51,800	45,733	46,888	44,376	
Lead Systems Programmer	52,000	41,821	40,176	39,987	
Senior Systems Programmer	42,900	42,201	36,482	34,272	
Intermediate Systems Programmer	38,500	38,007	31,730	34,580	40,444
Applications Programming Supervisor	53,191	47,000	31,872		
Lead Applications Programmer	34,200	39,544		39,460	33,269
Senior Applications Programmer	36,384	35,300	30,000	29,136	
Intermediate Applications Programmer	31,000	31,512	26,800	32,565	31,750
Junior Applications Programmer	25,512	25,400	22,302	24,843	26,630
Applications Programmer Trainee	24,180	21,960		18,000	21,508
Senior Systems Analyst/Systems Programmer	37,176	38,902	28,755	43,951	33,373
Intermediate Syst. Analyst/Syst. Programmer	36,138	32,000	39,509	34,200	
Systems Analysis & Applicats. Programming Mgr	70,200	58,320			
Syst Analysis & Applications Programming Supvr.	50,900	44,460	45,000	42,708	49,404
Lead Systems Analyst/Applications Programmer	47,542	41,101	46,425	37,837	41,007
Senior Systems Analyst/Applications Programmer	40,000	37,500	36,733	35,580	36,816
Intermediate Syst Analyst/Applications Programmer	33,166	34,080	36,407	27,936	35,647
Junior Systems Analyst/Applications Programmer	27,500	28,861	21,402	22,600	32,253
User Support/Liaison/Coordination Supervisor		43,535	42,971	39,697	
Lead User Support/Liaison/Coordination Spec.	54,300	36,977	27,336		43,834
Senior User Support/Liaison/Coord Spec.	36,000	33,199	35,535	29,661	30,550
Intermediate User Support/Liaison/Coord Spec.	28,700	28,350	26,675	31,682	28,600
Computer Operations Manager	45,000	44,250	49,390		
Computer Operations Supervisor	32,320	32,776	29,226	35,000	33,540
Lead Computer Operator	27,300	25,192	21,106	25,250	
Senior Computer Operator	23,554	23,832	20,100	24,996	26,520
Intermediate Computer Operator	22,148	20,475	24,555	21,377	19,403
Senior Telecommunications Specialist	39,650	30,680	28,000	32,032	
Intermediate Telecommunications Specialist	30,888	26,874	23,202	21,324	
Senior Data I/O Control Specialist	24,750	23,739			
Senior Information Center Specialist	40,509	37,100		37,550	
Senior Data Entry Operator	18,643	19,000	19,520	19,236	
Intermediate Data Entry Operator	17,139	17,586	19,566	18,110	17,680
Junior Data Entry Operator	15,780	15,000	14,156	17,376	15,878
Technical Writer		33,632	30,921		33,342

Blanks indicate too few individuals for data to be meaningful.

SOURCE: Abbott, Langer & Associates, *Compensation in the MIS/dp Field*, 9th Edition, 1992

TABLE 117

MEDIAN ANNUAL SALARIES DATA PROCESSING PERSONNEL BY JOB TITLE AND LEVEL OF EDUCATION, 1991

JOB TITLE	LEVEL OF EDUCATION					
	No College	Some College No Degree	Associate Degree	Bachelor Degree	MA/MS Degree	MBA Degree
MIS & Data Processing Director	$60,587	$53,400	$49,750	$56,750	$50,086	$60,000
MIS & Data Processing Corporte Director	60,587	52,500	51,250	56,750	48,700	54,500
MIS & Data Processing Deputy Director		45,000		47,354	55,349	
MIS & Data Processing Corporte Dep. Director		44,348		47,354	54,248	
MIS & Data Processing Manager	49,180	46,707	54,475	51,270	60,000	
MIS & Data Processing Supervisor		43,690	43,200	44,000	51,600	
MIS Manager		48,450	53,092	52,000		45,850
MIS Section Head	45,442			52,348		
MIS Supervisor		53,928		50,950		
DP Manager		49,512		48,956		
DP Supervisor		40,000	37,797	42,300		
Senior DP Specialist	32,698	40,073	29,800	34,862		
Lead Data Base Specialist		50,070	51,630	47,385		
Senior Data Base Specialist	38,844	43,080	41,500	42,811		
Intermediate Data Base Specialist			21,945	39,360		
Systems Analysis Supervisor		47,164	37,174	46,028		
Lead Systems Analyst	36,753	49,504	41,345	41,064		
Senior Systems Analyst	30,827	40,000	40,344	42,366	42,000	
Intermediate Systems Analyst		27,710	46,818			
Systems Programming Supervisor	37,716	46,749	39,212	54,600		
Lead Systems Programmer	41,183	44,455	46,850	42,964		
Senior Systems Programmer	32,640	39,500	44,512	44,470	42,166	
Intermediate Systems Programmer	35,898	33,387	39,300	39,000	36,050	
Applications Programming Supervisor			48,250	46,420	42,882	
Lead Applications Programmer	35,807	36,400	31,533	39,544		
Senior Applications Programmer	37,809	32,675	30,000	37,105	36,387	
Intermediate Applications Programmer	38,000	34,343	27,000	31,121	35,044	
Junior Applications Programmer		25,355	24,986	26,535		
Applications Programmer Trainee		16,708	20,904	24,180		
Senior Sys. Analyst/Systems Programmer		36,252	35,200	43,951		38,902
Intermediate Sys. Analyst/Sys. Programmer	31,044	34,519		33,062		
Sys. Analysis & Applications Programming Mgr.		57,250	55,384			
Sys. Analysis & Applics. Programming Supvr.	42,708	45,322	41,814	47,727	46,959	55,400
Lead Systems Analyst/Applications Programmer	42,800	40,390	34,000	43,775	43,827	42,063
Senior Sys. Analyst/Applications Programmer	41,000	38,261	35,580	38,956	37,110	44,100
Intermediate Sys. Analyst/Applics. Programmer	35,482	35,643	32,245	34,300	37,330	39,000
Junior Sys. Analyst/Applications Programmer		22,980		30,205	33,397	
User Support/Liaison/Coordination Supervisor				42,558		
Lead User Support/Liaison/Coordina. Spec.			32,550	40,000		
Senior User Support/Liaison/Coordina. Spec.	33,634	32,000	33,000	35,064	44,500	
Intermediate User Sup/Liaison/Coordina. Spec.	31,005	26,670	34,000	31,634	27,336	
Computer Operations Manager	36,368	40,227	41,000	52,000		
Computer Operations Supervisor	33,340	30,503	32,000	38,170		
Lead Computer Operator	25,980	26,000	23,712	25,636	26,141	
Senior Computer Operator	22,400	23,268	24,755	32,125		
Intermediate Computer Operator	20,737	21,464	20,885	19,941	22,696	
Senior Telecommunications Specialist	29,184	33,000	32,141	35,000		
Intermediate Telecommunications Specialist	21,324	24,570	30,460	33,500		
Senior Data I/O Control Specialist	19,500	24,211				
Senior Information Center Specialist	37,594	20,238	38,000	40,770		
Senior Data Entry Operator	19,000					
Intermediate Data Entry Operator	17,736	15,550	17,492			
Junior Data Entry Operator	14,500	14,406				
Technical Writer		33,343		34,171	34,312	

Blanks indicate too few individuals for data to be meaningful.

SOURCE: Abbott, Langer & Associates, *Compensation in the MIS/dp Field*, 9th Edition, 1992

TABLE 118

MEDIAN ANNUAL SALARIES DATA PROCESSING PERSONNEL BY JOB TITLE AND LENGTH OF EXPERIENCE, 1991

JOB TITLE	LENGTH OF EXPERIENCE							
	Under 1 Year	1 or 2 Years	3 or 4 Years	5 – 9 Years	10 – 14 Years	15 – 19 Years	20 – 24 Years	25 or More
MIS & Data Processing Director		$31,500	$35,250	$43,400	$50,707	$53,000	$59,400	$60,234
MIS & Data Processing Corporte Director		26,000	35,379	43,400	50,314	52,825	58,947	60,000
MIS & Data Processing Deputy Director				46,604	51,800	52,416	55,349	62,450
MIS & Data Processing Corporte Dep. Director				50,678		52,416	52,259	50,231
MIS & Data Processing Manager				42,300	50,000	53,618	54,808	50,492
MIS & Data Processing Supervisor			51,300	43,255	44,500	34,396	40,385	51,000
MIS Manager					53,092	51,080		58,000
MIS Section Head				52,348	52,348	49,912		
MIS Supervisor				42,117	51,900	62,450	53,000	
DP Manager					45,637	51,804	52,750	55,200
DP Supervisor				31,088	44,506	48,500	47,715	
Senior DP Specialist		28,146	26,600	42,700	32,401			
Lead Data Base Specialist				46,436	50,840			
Senior Data Base Specialist			47,150	40,419	40,750	42,500	40,920	
Intermediate Data Base Specialist		26,260		41,673	44,100			
Systems Analysis Supervisor			47,164	38,000	46,028			
Lead Systems Analyst			33,616	33,364	41,288	42,182	37,402	41,033
Senior Systems Analyst		40,000	30,668	40,344	41,500	43,889	48,302	39,100
Intermediate Systems Analyst			38,971	46,818				
Systems Programming Supervisor				35,886	49,117	46,888		
Lead Systems Programmer				42,000	42,000	47,527	43,000	
Senior Systems Programmer		42,600	32,694	42,000	47,676	44,512	39,646	32,849
Intermediate Systems Programmer		31,236	37,050	39,000	39,986	31,632		
Applications Programming Supervisor				43,160	46,375	50,495		
Lead Applications Programmer			23,104	37,972	38,870	40,842		
Senior Applications Programmer	43,734	37,856	29,136	37,000	37,457	36,792	38,870	
Intermediate Applications Programmer	29,593	32,167	28,340	32,593	35,880	35,666		
Junior Applications Programmer	24,500	25,200	28,352	25,610	28,504	24,843	29,291	
Applications Programmer Trainee	22,880	22,145						
Senior Sys. Analyst/Systems Programmer			43,951	33,614	37,876			
Intermediate Sys. Analyst/Sys. Programmer			30,160	34,544	36,036			
Sys. Analysis & Applications Programming Mgr.				55,384	59,677	49,390		
Sys. Analysis & Applics. Programming Supvr.			44,972	38,000	45,859	45,412	46,122	52,825
Lead Systems Analyst/Applications Programmer		38,005	41,101	45,000	42,396	46,285	42,900	41,600
Senior Sys. Analyst/Applications Programmer	35,731	32,680	35,580	38,950	40,000	39,363	39,332	45,500
Intermediate Sys. Analyst/Applics. Programmer	29,500	32,000	33,467	35,000	37,447	41,472	41,472	41,472
Junior Sys. Analyst/Applications Programmer	27,420	29,501	29,932	25,692				
User Support/Liaison/Coordination Supervisor				39,697	39,201	44,171		
Lead User Support/Liaison/Coordina. Spec.			40,550	27,858	47,300	51,411		
Senior User Support/Liaison/Coordina. Spec.		27,947	28,500	35,317	36,188	34,941	34,645	
Intermediate User Sup/Liaison/Coordina. Spec.		27,020	28,600	27,336	27,785	31,926	38,350	
Computer Operations Manager				37,696	37,650	45,000	52,000	56,940
Computer Operations Supervisor			28,676	29,642	30,955	33,000	37,500	42,358
Lead Computer Operator			25,822	24,750	25.844	24,694	26,062	28,256
Senior Computer Operator		19,394	20,134	22,587	27,040	27,580	24,433	34,300
Intermediate Computer Operator	19,000	18,147	19,870	22,475	23,927	25,983	25,181	21,450
Senior Telecommunications Specialist		28,080	31,092	33,595	30,368	35,682	38,140	
Intermediate Telecommunications Specialist		21,324	29,330	33,773	26,624			
Senior Data I/O Control Specialist			20,800		34,350			
Senior Information Center Specialist			29,619	34,418	37,100	40,322		
Senior Data Entry Operator			19,140	18,270	18,985	19,675	17,760	20,000
Intermediate Data Entry Operator	11,440	16,919	17,000	19,250	19,816	19,632	17,652	
Junior Data Entry Operator	11,960	15,000	15,010		18,096			
Technical Writer		25,750	26,073	35,800	33,632	38,012		

Blanks indicate too few individuals for data to be meaningful.

SOURCE: Abbott, Langer & Associates, *Compensation in the MIS/dp Field*, 9th Edition, 1992

TABLE 119

MEDIAN ANNUAL SALARIES DATA PROCESSING PERSONNEL BY JOB TITLE AND GEOGRAPHIC AREA, 1991

JOB TITLE	GEOGRAPHIC AREA						
	North–East	South	Mid–West	North Central States	South West	Mountain States	Pacific States
MIS & Data Processing Director	$60,000	$54,000	$52,000	$48,200	$59,998	$52,728	$58,760
MIS & Data Processing Corporte Director	60,000	54,000	50,628	47,454	57,499	52,000	59,443
MIS & Data Processing Deputy Director	51,000	60,177	52,108	50,231	39,548		
MIS & Data Processing Corporte Dep. Director	50,085	56,000	51,800	50,231	38,597		
MIS & Data Processing Manager	50,673	54,808	45,000	47,868	48,675	29,284	55,483
MIS & Data Processing Supervisor		46,555	45,150	49,130	28,575		45,760
MIS Manager	72,000	52,456		51,432			
MIS Section Head	49,025	43,879	68,500		52,348		
MIS Supervisor	59,435	53,755		41,867	52,346		
DP Manager	49,724	52,000	55,823				
DP Supervisor	31,088	43,404	43,500	38,580			
Senior DP Specialist		36,500	41,000	33,746	22,000		45,787
Lead Data Base Specialist	50,625	46,269	46,436		56,350		
Senior Data Base Specialist	47,150	42,100	41,500	42,231	42,600		
Intermediate Data Base Specialist	33,807	41,119	36,709		49,734		
Systems Analysis Supervisor		41,834	47,700	38,000	52,133		
Lead Systems Analyst	41,500	41,912	35,474	30,000	43,579	39,000	
Senior Systems Analyst	48,204	40,344	31,034	40,450		34,455	42,000
Intermediate Systems Analyst	42,117	35,223	38,988	43,820	46,818		34,482
Systems Programming Supervisor	49,000	46,625	45,228		49,117		
Lead Systems Programmer	48,000	49,809	40,695	36,817	50,400	42,999	
Senior Systems Programmer	43,756	44,695	36,305	33,169	56,430	41,974	42,368
Intermediate Systems Programmer	38,750	39,998	37,538	40,940	37,900	34,792	34,452
Applications Programming Supervisor		46,375	48,360				50,396
Lead Applications Programmer	34,200	35,006	47,982	43,388	40,000		
Senior Applications Programmer	29,216	35,471	39,780	26,000	37,000	27,985	38,000
Intermediate Applications Programmer	33,001	29,307	31,050	26,961	37,206	27,013	37,500
Junior Applications Programmer	27,000	25,000	25,366	22,085	25,777	29,567	32,740
Applications Programmer Trainee	22,361	22,880	28,212	21,508	20,510		
Senior Sys. Analyst/Systems Programmer	26,000	39,504	37,083	42,656		40,160	
Intermediate Sys. Analyst/Sys. Programmer		30,004	34,772	33,698			
Sys. Analysis & Applications Programming Mgr.		49,000			77,300		
Sys. Analysis & Applics. Programming Supvr.	46,000	42,900	42,500	49,491	53,782	34,375	46,368
Lead Systems Analyst/Applications Programmer	47,500	39,506	36,192	40,344	48,000	45,000	47,621
Senior Sys. Analyst/Applications Programmer	38,975	37,320	34,393	33,500	46,000	33,181	38,849
Intermediate Sys. Analyst/Applics. Programmer	33,400	33,000	34,020	30,472	35,700	29,477	33,627
Junior Sys. Analyst/Applications Programmer	28,342	25,846	24,779	29,660	35,040		
User Support/Liaison/Coordination Supervisor		38,318	36,600	36,630			45,026
Lead User Support/Liaison/Coordina. Spec.	47,079	28,696	47,892		47,900		52,020
Senior User Support/Liaison/Coordina. Spec.	35,500	32,000	32,268	22,848	34,500	37,459	34,532
Intermediate User Sup/Liaison/Coordina. Spec.	25,500	28,143	29,047	26,832	28,700	34,505	28,955
Computer Operations Manager	38,150	48,700	38,000				
Computer Operations Supervisor	37,000	30,324	31,704	34,600	38,176	29,226	33,000
Lead Computer Operator	27,300	24,000	26,062	24,943	23,348	22,490	32,000
Senior Computer Operator	23,666	20,423	27,209	19,225	27,289	20,160	24,367
Intermediate Computer Operator	21,411	19,135	21,000	20,027	22,360	21,688	24,636
Senior Telecommunications Specialist		31,092	26,494	43,390	37,700	24,838	32,250
Intermediate Telecommunications Specialist	35,750	21,324	27,170		28,785	32,000	30,730
Senior Data I/O Control Specialist		37,000	21,952		24,300		
Senior Information Center Specialist		20,238		31,800	40,770		
Senior Data Entry Operator		16,750	19,000	19,236			18,395
Intermediate Data Entry Operator	16,702	13,342	17,243	19,250	18,385		
Junior Data Entry Operator		13,675	12,500	16,500			
Technical Writer		31,378	37,602	33,342	39,474		33,343

Blanks indicate too few individuals for data to be meaningful.

SOURCE: Reprinted from *DATAMATION*, December 1, 1991, © 1991, Cahners Publishing Company

TABLE 120

AVERAGE SALARIES OF DATA PROCESSING PERSONNEL BY POSITION AND TYPE OF INDUSTRY, 1991

POSITION	ALL TYPES	TYPE OF INDUSTRY											
		Manufacturing		Other Financial Services	Banking	Govern–ment	DP Services	Wholesale Distributio	Medical/ Legal	Trans./ Utilities	Education	Construc–tion/ Mining	Other
		Consumer	Industrial										
IS MANAGEMENT													
CIO/VP	$106,864	$128,611	$100,741	$109,130	$124,318	$71,731	$157,500	$130,000	$64,500	$114,167	$103,571	$76,667	$101,600
Manager/Supervisor	65,811	83,333	74,821	67,143	76,500	51,739	60,000	57,143	42,500	66,667	51,250	52,000	65,104
END–USER SUPPORT													
Manager End–User Computing	56,808	74,167	62,667	58,500	57,500	53,750	55,000	48,750		63,642	49,000	43,750	54,310
Information Center Manager	54,345	56,667	60,833	53,500	56,818	47,500	63,333	49,000	40,000	61,364	46,000		51,500
PC Specialist Support	38,068	40,000	48,077	36,250	39,211	30,455	37,000	38,636	27,143	41,071	61,429	30,000	38,250
LAN Manager	45,880	55,000	52,857	45,000	46,000	42,500	52,000	52,000	40,000	44,500	34,000	40,000	45,833
WP Supervisor	36,538	55,000	42,500	34,000	32,500	36,667	40,000	34,000	40,000	40,000	25,000	25,000	38,846
APPLICATIONS/OPERATING SYSTEMS (OS) PROGRAMMING													
Manager	64,481	79,000	67,667	71,765	68,529	53,333	58,750	66,667	47,500	66,875	47,500	62,500	60,027
Senior Applications/OS Programmer	52,434	55,000	55,938	56,000	52,353	47,105	55,000	53,125		36,875	45,000	47,500	50,286
Applications/OS Programmer	44,419	48,571	46,250	46,536	46,176	37,500	46,429	40,000	40,000	47,000	35,000	55,000	43,500
Intermediate Applications/OS Progmr	34,150	42,500	40,000	38,636	35,000	33,571	35,000	37,500		38,846	32,500		36,250
Manager	29,709	30,000	32,500	30,455	29,615	23,125	30,000	28,750		37,273	25,000	25,000	36,875
SYSTEMS ANALYSIS/PROGRAMMING													
Manager	65,357	83,182	63,913	64,286	68,611	55,294	66,364	72,000	40,000	67,105	50,000	62,500	65,814
Senior Systems Analyst & Progmr	50,345	50,714	53,333	51,471	52,143	45,526	56,250	52,000	35,000	52,750	40,000	45,000	49,375
Systems Analyst & Programmer	43,220	44,000	43,462	42,647	45,250	38,571	48,750	60,455	25,000	42,727	32,500	40,000	41,667
Intermediate Analyst & Programmer	37,517	40,000	38,571	38,000	37,750	31,316	38,125	40,000	25,000	39,000	32,500	40,000	38,448
Junior Analyst & Programmer	30,156	28,750	35,714	27,143	30,000	27,500	32,500	26,875	25,000	35,313	25,000	25,000	28,913
DATA COM/TELECOM/CONNECTIVITY													
Network Manager (LAN–WAN)	57,546	63,750	59,643	72,500	59,643	49,231	57,222	58,333	47,500	58,750	40,000	55,000	60,000
Telecommunications Manager	57,136	58,750	66,000	67,500	59,231	46,429	63,125	60,000		54,231	43,750	55,000	55,556
Communications Specialist	42,276	37,000	43,000	46,808	41,667	36,786	40,000	43,750		49,000	36,250	55,000	41,071
DATABASE													
Database Manager/Administrator	61,077	71,000	60,500	70,386	64,643	51,786	52,500	62,000		69,000	55,833	70,000	55,962
Database Analyst	48,184	52,000	55,000	51,250	46,000	42,143	42,500	47,500		50,000	40,000	55,000	46,136
Microcomputer/Workstation Manager	44,500	35,000	55,000	43,750	46,818	43,000	47,500	43,750	40,000	47,500	40,000		38,846

NOTE: Blanks indicate insufficient data.

SOURCE: Reprinted from *DATAMATION*, December 1, 1991, © 1991, Cahners Publishing Company

TABLE 121

AVERAGE SALARIES OF DATA PROCESSING PERSONNEL BY POSITION AND SELECTIVE CITY, 1991

POSITION	ALL CITIES	CITY							
		Boston	N.Y. City	Washington, DC	Chicago	Dallas	San Francisco	Los Angeles	Tampa
IS MANAGEMENT									
CIO/VP	$106,864	$117,045	$117,143	$100,000	$107,353	$132,083	$133,409	$124,444	$78,873
Manager/Supervisor	65,811	81,842	75,000	60,714	62,500	74,286	78,421	73,103	50,379
END–USER SUPPORT									
Manager End–User Computing	56,808	57,500	58,889	58,571	57,143	63,500	63,333	61,389	43,906
Information Center Manager	54,346	51,667	53,750	52,105	46,000	58,125	59,372	68,077	47,500
PC Specialist Support	38,068	39,000	46,667	36,875	33,182	45,833	49,612	42,727	30,727
LAN Manager	45,880	48,571	48,333	46,563	51,250	43,182	61,429	46,923	41,452
WP Supervisor	36,538	37,000	41,875	32,500	350,000	32,500	40,000	43,000	36,053
APPLICATIONS/OPERATING SYSTEMS (OS) PROGRAMMING									
Manager	64,481	65,000	76,250	61,500	73,636	58,929	71,786	68,684	53,514
Senior Applications/OS Programmer	52,434	51,000	53,636	50,833	56,500	50,714	61,250	55,750	46,951
Applications/OS Programmer	44,419	44,615	48,182	41,000	43,000	46,000	48,182	48,824	40,000
Intermediate Applications/OS Progmr	37,150	37,000	35,909	37,188	35,714	36,667	43,000	41,250	31,563
Manager	29,709	31,667	25,000	29,615	35,000	30,000	35,000	36,538	20,588
SYSTEMS ANALYSIS/PROGRAMMING									
Manager	65,357	65,357	71,500	60,417	72,333	64,412	74,211	67,174	56,628
Senior Systems Analyst & Programmer	50,345	4,800	55,000	46,875	50,312	49,444	60,238	55,417	45,182
Systems Analyst & Programmer	43,220	42,000	43,333	40,000	44,167	41,154	49,000	46,346	42,019
Intermediate Analyst & Programmer	37,517	36,250	36,250	36,591	38,000	37,188	43,333	41,579	32,727
Junior Analyst & Programmer	30,156	28,750	26,667	28,333	30,769	30,000	37,000	33,333	24,318
DATA COM/TELECOM/CONNECTIVITY									
Network Manager (LAN–WAN)	57,546	58,333	76,111	52,692	68,000	53,077	62,778	61,471	48,333
Telecommunications Manager	57,136	55,000	59,375	50,909	60,625	64,500	61,875	64,333	48,966
Communications Specialist	42,276	41,250	49,444	37,500	41,875	46,818	41,667	48,250	36,719
DATABASE									
Database Manager/Administrator	61,077	66,818	72,143	56,765	57,500	58,125	63,500	67,381	51,774
Database Analyst	48,195	48,182	55,000	44,286	45,625	47,500	55,000	54,167	42,727
Microcomputer/Workstation Manager	44,500	50,000	44,286	37,000	47,500	40,000	47,500	50,500	40,000

SOURCE: Information Technology Association of America and William Mercer, Inc., *1992 ITAA Compensation Survey Results*

TABLE 122

MEAN AND MEDIAN ANNUAL SALARIES OF OPERATING SYSTEMS/SOFTWARE PROGRAMER/ANALYSTS BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	LEAD/SPECIALIST		SENIOR		INTERMEDIATE		ASSOCIATE	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Northeast	$56,900	$55,200	$49,900	$50,000	$39,200	$38,000	$34,000	$33,300
Southeast	52,500	52,200	44,700	44,300	37,600	35,800	30,600	30,500
Midwest	46,600	47,000	45,100	44,200	34,400	34,200	29,400	28,900
Southwest	53,100	51,900	42,700	43,000	30,800	30,000		
OVERALL	52,300	52,000	47,400	46,500	36,100	35,600	30,300	30,000

NOTE: Blanks indicate no data available.

TABLE 123

MEAN AND MEDIAN SALARIES OF SOFTWARE DEVELOPMENT PROGRAMMER/ANALYSTS BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	SENIOR		INTERMEDIATE		ASSOCIATE		TRAINEE	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Northeast	$52,400	$51,500	$38,400	$37,600	$36,300	$35,300	$27,600	$26,000
Southeast	46,200	44,000	37,600	35,500	29,100	28,400	25,600	25,600
Midwest	48,300	48,000	37,600	37,800	33,300	32,700	28,600	28,600
Southwest	49,900	50,000	38,400	39,000	32,600	32,000		
California & Hawaii	53,900	51,000	41,100	40,000	33,500	34,000		
OVERALL	50,500	49,800	40,700	41,100	33,600	34,000	27,400	27,000

NOTE: Blanks indicate no data available.

TABLE 124

MEAN AND MEDIAN ANNUAL SALARIES OF TECHNICAL WRITERS BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	SENIOR		INTERMEDIATE		ASSOCIATE	
	Mean	Median	Mean	Median	Mean	Median
Northeast	$39,800	$39,600	$32,900	$31,600	$26,400	$25,900
Southeast	37,600	36,500	31,900	31,000	23,300	21,600
Midwest	37,600	36,400	31,300	31,300	25,800	25,000
Southwest	34,400	34,500	30,400	31,300	25,300	26,200
California & Hawaii	41,700	42,000				
OVERALL	38,300	37,300	31,900	31,300	25,000	25,000

NOTE: Blanks indicate no data available.

SOURCE: Information Technology Association of America and William Mercer, Inc., *1992 ITAA Compensation Survey Results*

TABLE 125

MEAN AND MEDIAN ANNUAL SALARIES OF CUSTOMER SERVICE REPRESENTATIVES BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	SENIOR		INTERMEDIATE		ASSOCIATE	
	Mean	Median	Mean	Median	Mean	Median
Northeast	$39,100	$40,000	$31,700	$33,600	$26,300	$26,400
Southeast	37,300	37,000	28,900	28,100	20,600	17,800
Midwest	37,100	34800	30,000	29,000	25,400	25,000
Southwest	39,000	38,300	32,000	33,800	23,300	23,500
California & Hawaii	47,900	46,900	48,100	50,000		
OVERALL	37,700	36,100	29,900	27,500	23,400	23,700

NOTE: Blanks indicate no data available.

TABLE 126

MEAN AND MEDIAN ANNUAL SALARIES OF CUSTOMER SUPPORT TECHNICIANS BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	SENIOR		INTERMEDIATE		ASSOCIATE	
	Mean	Median	Mean	Median	Mean	Median
Northeast	$51,300	$50,500	$40,100	$36,100	$39,400	$40,300
Southeast	43,100	42,700	32,800	33,700		
Midwest	33,800	32,800	27,600	27,300	26,200	24,000
Southwest	34,000	31,900	29,600	27,400	33,900	29,500
California & Hawaii			42,200	38,800		
OVERALL	37,200	34,200	30,600	29,000	26,700	24,000

NOTE: Blanks indicate no data available.

TABLE 127

MEAN AND MEDIAN SALARIES OF APPLICATIONS PROGRAMMER/ANALYSTS BY GEOGRAPHIC AREA AND LEVEL, 1992

GEOGRAPHIC AREA	LEAD/SPECIALIST		SENIOR		INTERMEDIATE		ASSOCIATE	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Northeast	$48,200	$47,500	$43,000	$42,000	$36,400	$35,400	$29,000	$29,100
Southeast	45,100	44,400	39,100	38,500	32,300	32,000	24,200	23,000
Midwest	47,000	45,500	41,900	40,600	34,400	34,000	27,400	27,100
Southwest	43,900	43,200	39,800	39,700	31,400	30,500	29,800	30,000
California & Hawaii	51,600	49,600	50,200	49,100	40,300	41,600	32,800	32,900
OVERALL	45,600	46,500	43,300	42,800	35,000	35,000	26,100	26,000

SOURCE: Information Technology Association of America and William Mercer, Inc., *1992 ITAA Compensation Survey Results*

TABLE 128

MEDIAN SALARIES OF DATA PROCESSING PERSONNEL BY JOB TITLE AND GEOGRAPHIC AREA, 1992

JOB TITLE	GEOGRAPHIC AREA					
	Total U.S.	Northeast	Southeast	Midwest	Southwest	California & Hawaii
Operating Systems/Software Programming Analysis Manager	$72,700	$77,500	$65,400	$67,700	$	$
Operating Systems/Software Programming Analysis Supervisor	58,000	65,500	55,400	52,100		
Applications Programming/Analysis Manager	64,100	69,000	54,900	62,300	77,000	67,800
Applications Programming/Analysis Supervisor	54,600	61,000	42,200	52,000	43,000	68,000
Professional Services Project Manager	61,700	63,800	60,700	60,000	62,500	62,500
Computer Operations Manager	57,500	58,500	46,800	57,200	43,300	57,400
Internal MIS Manager	58,700	57,900	68,000	58,300	55,000	
Customer Support (Technical) Manager	53,000	55,000	50,300	54,000	44,300	63,300
Telecommunications Manager	64,400	64,300	58,500	64,200		50,200
Telecommunications Supervisor	53,200	51,700	50,000	48,800		
Data Entry Supervisor	28,400	33,200		27,200		
Data Processing Operations Supervisor	40,000	39,100	29,100	39,000		38,000
Product Manager	58,100	58,500	56,200	58,000	60,000	77,500
Operating Systems/Software Architect/Consultant	63,700	69,500	63,200	60,900	66,500	
Applications Architect/Consultant	60,900	64,300	49,200	54,800	60,900	58,700
Software Development Architect/Consultant	57,900	52,700	57,900	52,800	50,200	53,700
Telecommunications Programmer/Analyst – Senior	46,100		57,200	45,400		
Telecommunications Programmer/Analyst – Intermediate	34,000		35,000	33,500		
Telecommunications Programmer/Analyst – Associate	25,100			27,800		
Systems Consultant	46,500	47,500	42,200	42,600	50,000	50,300
Computer Operator – Senior	28,000	25,300	23,000	30,100	24,500	24,700
Computer Operator – Intermediate	20,000	20,600	19,200	19,500	21,400	21,100
Data Entry Operator – Senior	19,100	21,100	17,600			
Data Entry Operator – Intermediate	15,600	17,200	15,500	17,700	14800	
Quality Assurance Manager	51,100	47,900	50,900	49,800		
Quality Assurance Analyst	33,100	32,600	32,900	32,200	37,000	
Product Specialist	46,100	47,700		50,900		

NOTE: Blanks indicate no data available

SOURCE: Information Technology Association of America and William Mercer, Inc., *1992 ITAA Compensation Survey Results*

TABLE 129

MEDIAN SALARIES OF DATA PROCESSING PERSONNEL BY JOB TITLE AND TYPE OF SERVICE, 1992

JOB TITLE	TYPE OF SERVICE				
	Total U.S.	Processing Services	Software Products	Professional Services	Multi-Environment
Operating Systems/Software Programming Analysis Manager	$72,700	$68,000	$74,500	$63,500	$75,800
Operating Systems/Software Programming Analysis Supervisor	58,000		70,800	53,600	57,900
Applications Programming/Analysis Manager	64,100	60,100	64,300	62,400	64,500
Applications Programming/Analysis Supervisor	54,600		48,900	61,000	55,000
Professional Services Project Manager	61,700		56,500	64,900	61,600
Computer Operations Manager	57,500	52,000	51,500	49,400	61,100
Internal MIS Manager	58,700		60,800	52,200	64,400
Customer Support (Technical) Manager	53,000	52,300	55,000	53,900	49,900
Telecommunications Manager	64,400	63,000	56,800	65,500	66,400
Telecommunications Supervisor	53,200	48,000	51,500		54,100
Data Entry Supervisor	28,400		27,100		28,500
Data Processing Operations Supervisor	40,000	34,200	37,300	33,400	43,400
Product Manager	58,100		60,200		52,100
Operating Systems/Software Architect/Consultant	63,700		73,700	65,000	62,800
Operating Sys/Software Programmer/Analyst – Lead/Specialist	52,000	46,800	51,100	53,000	50,600
Operating Systems/Software Programmer/Analyst – Senior	46,500	41,400	50,000	44,000	47,000
Operating Sys/Software Programmer/Analyst – Intermediate	35,600	32,700	42,000	33,000	35,400
Operating Systems/Software Programmer/Analyst – Associate	30,000		30,000	30,000	30,000
Operating Systems/Software Programmer/Analyst – Trainee	27,700				27,000
Applications Architect/Consultant	60,900		61,700	75,800	60,300
Applications Programmer/Analyst – Lead/Specialist	45,600	44,500	49,400	46,400	42,300
Applications Programmer/Analyst – Senior	42,800	34,400	41,500	41,000	44,400
Applications Programmer/Analyst – Intermediate	35,000	28,900	34,400	35,700	35,300
Applications Programmer/Analyst – Associate	26,000	20,500	27,800	26,000	25,600
Applications Programmer/Analyst – Trainee	20,700	25,000	25,000		20,100
Software Development Architect/Consultant	57,900		60,800	51,000	58,400
Software Development Programmer/Analyst – Senior	49,800		50,300	45,500	50,000
Software Development Programmer/Analyst – Intermediate	41,100		41,300	35,400	41,500
Software Development Programmer/Analyst – Associate	34,000		34,100	30,500	34,500
Software Development Programmer/Analyst – Trainee	27,000		30,600	27,000	27,000
Telecommunications Programmer/Analyst – Senior	46,100				46,100
Telecommunications Programmer/Analyst – Intermediate	34,000				33,900
Telecommunications Programmer/Analyst – Associate	25,100				25,100
Technical Writer – Senior	37,300	30,600	36,500	33,000	38,300
Technical Writer – Intermediate	31,300		31,500	29,300	31,500
Technical Writer – Associate	25,000	21,100	25,600		26,000
Systems Consultant	46,500		46,000		46,700
Customer Service Representative – Senior	36,100	32,300	40,000	40,000	30,900
Customer Service Representative – Intermediate	27,500	26,000	28,600	33,400	24,500
Customer Service Representative – Associate	23,700	17,800	24,000		17,800
Customer Support Technician – Senior	34,200		35,700	34,500	33,000
Customer Support Technician – Intermediate	29,000	31,200	30,000	38,000	28,200
Customer Support Technician – Associate	24,000		31,900		
Computer Operator – Senior	28,000	23,000	25,400	25,000	30,000
Computer Operator – Intermediate	20,000	17,900	19,600	20,100	20,200
Data Entry Operator – Senior	19,100		19,800	20,200	18,300
Data Entry Operator – Intermediate	15,600		15,600	18,900	15,600
Quality Assurance Manager	51,100		49,000		54,000
Quality Assurance Analyst	33,100		33,000		35,400
Product Specialist	46,100		42,000		46,200

NOTE: Blanks indicate no data available.

SOURCE: Abbott, Langer & Associates, *Compensation in the Accounting/Financial Field*, 1992

TABLE 130

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY TYPE OF ORGANIZATION AND POSITION, SEPTEMBER 1991

TYPE OF ORGANIZATION	Non–Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting and Auditing Managers	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
All Manufacturing/Extractive Org.	$28,040	$27,000	$23,667	$24,100	$35,702	$34,900	$33,805	$32,250	$45,723	$44,850
All Non–Manufacturing Organizations*	29,373	29,500	25,660	26,000	36,314	35,850	38,444	37,150	53,896	53,100
Accounting Firms (Public)	27,487	28,205	21,777	22,710	29,478	30,000	36,198	35,000	47,051	45,600
Aerospace/Aircraft/Electrical/Electronics/Prod. Mfg.	31,648	30,100			35,127	37,399	36,524	32,580	52,778	50,058
Banks and Other Financial Organizations	25,584	23,694	20,198	16,250					40,878	40,714
Chemical/Pharmaceutical/Plastic/Rubber Prod. Mfg.	31,054	27,552			40,407	39,760	40,058	40,725	52,750	54,800
Construction, Land Development & Engineering	26,657	26,550	25,818	25,325	31,957	31,137	40,031	40,325	54,482	53,125
Fabricated Metal Product Mfg.	25,788	26,125	21,422	20,737	32,433	32,000	34,844	35,226	44,870	44,500
Food/Beverage/Tobacco Product Mfg.									39,517	36,500
Government – State and Local	27,404	27,175					33,902	33,247	41,120	40,249
Insurance Firms	31,227	31,300	26,518	26,350	38,132	37,600	41,230	39,300	57,292	57,350
Merchandising Firms (Retail & Wholesale)	23,680	24,000					30,702	30,750		
Paper Product Mfg., Printing & Publishing	31,238	32,400	22,123	21,850	38,317	37,800	32,679	29,125	46,222	43,852
Petroleum/Natural Gas–Extracting/Refining	27,261	-26,850	23,950	24,960	32,356	30,550	32,150	31,600	41,218	40,800
Transportation/Utilities Services	26,428	27,060	22,088	19,900	37,366	38,150	34,379	31,500	49,156	47,628

* Excludes public accounting firms, banks and other financial organizations

TABLE 131

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY LEVEL OF EDUATION AND POSITION, SEPTEMBER 1991

LEVEL OF EDUCATION	Non–Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting & Auditing Managers	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Less than BA/BS/BBA	$25,916	$25,721	$23,030	$24,000	$28,888	$30,150	$33,326	$32,580	$44,896	$44,000
BA/BS/BBA Degree	29,108	28,920	25,245	26,000	35,656	35,238	36,223	35,000	49,010	48,200
MA/MS Degree	27,460	27,810			33,220	33,000			48,886	48,000
MBA Degree					44,942	44,026	49,975	53,412	62,835	64,150

SOURCE: Abbott, Langer & Associates, *Compensation in the Accounting/Financial Field*, 1992

TABLE 132

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY LEVEL OF EXPERIENCE AND POSITION, SEPTEMBER 1991

LENGTH OF EXPERIENCE	Non–Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting & Auditing Managers	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Under One Year	$27,466	$27,000	$23,583	$26,000	$40,101	$38,250			$56,889	$56,000
One or Two Years	27,625	27,976	23,426	24,606	33,359	32,375	32,292	29,800	54,524	59,750
Three of Four Years	29,094	29,125	24,916	25,500	32,818	32,500	32,644	31,800	50,001	51,425
Five thru Nine Years	28,872	28,396	24,033	25,250	34,198	34,000	34,318	33,000	42,944	40,634
10 thru 14 Years	29,283	29,573	25,523	24,800	36,468	37,500	35,276	35,150	47,385	45,000
15 thru 19 Years	29,762	31,950			38,221	38,725	40,914	41,070	51,599	52,000
20 thru 25 Years	31,990	31,800			38,869	40,426	41,045	39,650	55,771	58,547
25 Years or More	36,158	36,113			38,654	35,938	42,974	41,825	53,168	51,325

TABLE 133

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY GEOGRAPHIC REGION AND POSITION, SEPTEMBER 1991

GEOGRAPHIC REGION	Non–Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting & Auditing Managers	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Northeast	$30,195	$30,200	$26,012	$26,000	$35,680	$34,800	$40,060	$39,000	$58,001	$59,100
South	29,076	29,102	24,449	26,000	35,941	36,545	34,519	33,247	43,975	44,625
Midwest	27,480	26,549	24,048	23,344	33,240	32,550	34,317	32,790	46,109	47,000
North Central	27,108	26,900	22,508	24,273	33,935	33,510	32,615	31,750	43,382	44,000
Southwest	26,018	25,600	22,040	21,900	39,267	38,375	35,677	36,000	47,612	49,300
Mountain	27,282	25,500	22,267	21,550	37,075	40,300	29,771	31,500	46,175	42,500
Pacific	29,893	29,150	27,040	27,125	35,898	35,000	46,493	49,149	54,598	52,954

SOURCE: Abbott, Langer & Associates, *Compensation in the Accounting/Financial Field*, 1992

TABLE 134

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY METROPOLITAN AREA AND POSITION, SEPTEMBER 1991

METROPOLITAN AREA (and Vicinity)	Non–Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting and Auditing Managers	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Atlanta (GA)	$26,183	$24,900	$26,150	$26,475	$38,372	$35,850				
Boston (MA)	31,096	30,500	26,798	26,525	36,459	34,050	43,091	41,550	64,297	63,800
Chicago (IL)	32,313	31,950	24,086	24,100	32,015	30,000	40,590	36,000	49,621	48,000
Cleveland (OH)					33,639	35,260				
Dallas/Ft. Worth (TX)	28,169	30,700	22,012	21,800	43,825	41,525	32,229	32,400	50,320	53,100
Denver/Colorado Springs (CO)	25,178	23,960								
Detroit (MI)					33,007	30,472	36,864	36,504		
Los Angeles/Long Beach (CA)	32,447	32,400	26,867	26,935	35,786	36,620	52,112	53,061	58,714	55,100
Milwaukee (WI)	24,981	23,250			35,876	35,375	37,154	37,730	46,348	56,000
Minneapolis/St. Paul (MN/WI)					31,676	31,200	33,693	34,220		
New York City (NY/NJ)	28,035	28,200	25,783	24,987	33,735	31,750	37,236	373,675	58,281	63,300
Orlando (FL)	31,942	32,425								
Philadelphia (PA/NJ)	26,733	27,175			41,008	39,800	37,183	33,279	46,809	40,249
Pittsburgh (PA)	33,810	33,000								
San Francisco/Oakland (CA)	29,089	28,625			37,263	34,612				
Washington/Baltimore (DC/MD/VA)	31,743	33,306	22,863	22,256			3,185	28,600	45,806	46,150
ALL AREAS	28,655	28,550	24,516	26,000	35,437	35,000	35,998	34,812	50,077	48,550

SOURCE: Abbott, Langer & Associates, *Compensation in the Accounting/Financial Field*, 1992

TABLE 135

MEAN AND MEDIAN ANNUAL SALARIES OF ACCOUNTING/FINANCIAL PERSONNEL BY SELECTED STATES AND POSITION, SEPTEMBER 1991

	Non-Supervisory Accountants & Auditors		Junior Accountants & Auditors		Senior Accountants & Auditors		Supervisory Accountants & Auditors		Accounting & Auditing Managers	
STATE	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Arkansas	$	$	$	$	$	$	$45,968	$44,340	$	$
California	30,675	30,576	27,180	27,250	35,994	35,000	47,923	50,975	57,121	55,100
Colorado	26,717	25,000			38,283	40,650	32,440	33,000		
Delaware	25,828	27,175					32,976	33,247		
Florida	33,563	32,750	26,993	26,625	41,139	38,100				
Georgia	27,906	26,100	26,053	26,000	35,810	32,262			45,577	42,892
Illinois	29,866	29,325	25,041	25,050	33,021	32,500	33,344	30,800	49,901	48,100
Indiana			20,535	20,712					42,375	44,000
Kansas	27,162	26,800	23,950	24,960	32,356	30,550	32,100	31,550	40,730	38,800
Maryland	31,743	33,306			36,805	36,790	35,502	37,492	46,002	46,150
Massachusetts	31,103	30,500	26,848	26,525	36,463	34,250	43,091	41,550	64,297	63,800
Michigan					32,211	30,472	32,955	33,088	43,687	41,256
Minnesota			20,809	21,000	36,715	35,256	37,243	35,600	49,000	49,380
Missouri	32,028	32,275								
New Hampshire	29,538	29,450	26,406	26,050	34,855	33,975	38,660	38,850	55,832	57,150
New Jersey	28,809	29,325								
New York	29,862	29,350	24,900	24,700	33,035	31,750	33,795	35,575	55,860	53,800
North Carolina					35,557	30,725	35,393	33,250		
Ohio	30,772	30,100			32,367	32,000	38,797	40,525		
Oklahoma			18,847	20,000						
Pennsylvania	30,024	30,500			39,968	39,800			51,779	50,976
Texas	25,585	24,806	22,666	23,050	39,396	38,250	32,410	32,400	47,304	49,679
West Virginia	26,745	27,295	17,426	16,151	27,898	28,350				
Wisconsin	22,792	22,000			35,124	35,375	35,626	37,500	46,677	47,700

SOURCE: U.S. Department of Labor Statistics, Unpublished Tabulations from the *Current Population Survey*

TABLE 136

MEDIAN WEEKLY EARNINGS OF FULL–TIME WAGE AND SALARY WORKERS BY SEX IN SELECTED OCCUPATIONS, 1991

OCCUPATION	BOTH SEXES		MEN		WOMEN		Women's Earnings As a % Of Men's
	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	
TOTAL ALL OCCUPATIONS	**83,525**	**$430**	**47,910**	**$497**	**35,615**	**$368**	**74.0**
Management & Professional Specialty Occupations	**23,108**	**627**	**12,254**	**753**	**10,854**	**527**	**70.0**
Executive/Administrative/Managerial Occupations	**11,320**	**620**	**6,402**	**758**	**4,918**	**503**	**66.4**
Administrators & Officials, Public Administration	498	659	268	766	230	582	76.0
Financial Managers	449	743	249	953	200	559	58.7
Personnel & Labor Relations Managers	112	752	46	821	66	712	86.7
Managers, Marketing, Advertising & Public Relations	472	784	335	899	137	589	65.5
Administrators, Education & Related Fields	451	759	228	889	223	619	69.6
Managers, Madicine & Health	186	683	68	758	118	651	85.9
Management Related Occupations	3,335	576	1,588	685	1,747	496	72.4
Accountants & Auditors	1,215	580	565	699	650	500	71.5
Management Analysts	88	716	58	877	30	624	71.2
Personnel Training & Labor Relations Specialists	394	592	151	677	243	540	79.8
Professional Specialty Occupations	**11,789**	**634**	**5,853**	**748**	**5,936**	**559**	**74.7**
Architects, Engineers & Surveyors	**1,838**	**835**	**1,682**	**851**	**156**	**719**	**84.5**
Architects	77	623	63	646	14	560	86.7
Engineers	1,739	847	1,598	863	141	740	85.7
Aerospace Engineers	105	889	96	898	9	795	88.5
Agricultural Engineers	4	779	4	789		750	95.1
Chemical Engineers	78	874	70	904	8	732	81.0
Civil Engineers	213	809	200	813	13	744	91.5
Electrical & Electronic Engineers	531	870	488	887	43	745	84.0
Industrial Engineers	187	801	161	810	26	709	87.5
Marine Engineers & Naval Architects	13	936	13	936			
Mechanical Engineers	297	836	283	841	14	797	94.8
Metallurgical & Materials Engineers	26	776	24	792	2	406	51.3
Mining Engineers	4	726	4	732		600	82.0
Petroleum Engineers	13	1,227	13	1,229		800	65.1
Nuclear Engineers	10	1,021	9	1,086	1	767	70.6
Engineers, N.E.C.	259	849	232	868	27	727	83.8
Surveyors & Mapping Scientists	21	498	21	502		300	59.8
Mathematical & Computer Scientists	**841**	**785**	**542**	**823**	**299**	**707**	**85.9**
Computer Systems Analysts & Scientists	600	792	406	822	194	732	89.1
Operations & Systems Researchers & Analysts	198	755	115	809	83	683	84.4
Actuaries	17	980	9	1,205	8	669	55.5
Statisticians	20	572	9	873	11	512	58.6
Mathematical Scientists N.E.C.	7	913	4	996	3	909	91.3
Natural Scientists	**399**	**671**	**292**	**726**	**107**	**571**	**78.7**
Chemists, Except Biochemists	121	687	86	753	35	583	77.4
Biological & Life Scientists	85	651	50	750	35	558	74.4
Physicists & Astronomers	23	85[illegible]	21	893	2	318	35.6
Atmospheric & Space Scientists	13	593	11	591	2	633	107.1
Geologists & Geodesists	55	728	48	755	7	653	86.5
Physical Scientists, N.E.C.	20	646	13	741	7	549	74.1
Agricultural & Food Scientists	22	504	18	507	4	496	97.8
Forestry & Conservation Scientists	24	577	23	579	1	399	68.9
Medical Scientists	34	821	21	1,007	13	510	50.6

Note: Blanks indicate fewer than 500 individuals.

SOURCE: U.S. Department of Labor Statistics, Unpublished Tabulations from the *Current Population Survey*

TABLE 136 (Continued)

MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS BY SEX IN SELECTED OCCUPATIONS, 1991

OCCUPATION	BOTH SEXES		MEN		WOMEN		Women's Earnings As a % Of Men's
	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	
Health Diagnosing Occupations	**312**	**983**	**227**	**1,021**	**85**	**625**	**61.2**
Physicians	270	994	198	1,155	72	623	53.9
Dentists	15	977	10	986	5	422	42.8
Veterinarians	19	752	12	990	7	653	66.0
Optometrists	2	990	2	979		1,149	117.4
Podiatrists	2	445	1	270	1	450	166.7
Health Diagnosing Practitioners, N.E.C.	4	724	3	746	1	400	53.6
Health Assessment & Treating Occupations	**1,643**	**626**	**255**	**703**	**1,388**	**616**	**87.6**
Registered Nurses	1,170	634	78	703	1,092	629	89.5
Pharmacists	121	845	76	863	45	827	95.8
Dieticians	49	482	3	522	46	477	91.4
Therapists	247	563	63	609	184	537	88.2
Inhalation Therapists	63	538	24	618	39	501	81.1
Physical Therapists	63	606	15	682	48	596	87.4
Speech Therapists	46	602	6	766	40	587	76.6
Occupational Therapists	23	595	3	671	20	485	72.3
Therapists, N.E.C.	52	482	15	513	37	469	91.4
Physicians Assistants	57	503	36	537	21	485	90.3
Teachers, College and University	**529**	**756**	**353**	**824**	**176**	**659**	**80.0**
Earth, Environment & Marine Science Teachers	1	1,004	1	1,004			
Biological Science Teachers	26	791	19	818	7	509	62.2
Chemistry Teachers	9	807	6	975	3	699	71.7
Physics Teachers	14	857	13	899	1	569	63.3
Natural Science Teachers, N.E.C.	6	781	5	764	1	800	104.7
Psychology Teachers	17	763	10	1,002	7	659	65.8
Economics Teachers	16	823	14	826	2	769	93.1
History Teachers	10	886	7	903	3	612	67.8
Political Science Teachers	7	996	5	1,038	2	723	69.7
Sociology Teachers	9	776	6	745	3	784	105.2
Social Science Teachers, N.E.C.	1	842	1	842			0.0
Engineering Teachers	24	907	22	898	2	954	106.2
Mathematical Science Teachers	28	773	19	827	9	588	71.1
Computer Science Teachers	14	665	11	699	3	519	74.2
Medical Science Teachers	13	917	12	977	1	803	82.2
Health Science Teachers	34	667	9	866	25	655	75.6
Business, Commerce & Marketing Teachers	18	699	12	689	6	778	112.9
Agriculture & Forestry Teachers	8	802	7	835	1	223	26.7
Art, Drama & Music Teachers	26	665	17	717	9	567	79.1
Physical Education Teachers	3	413	2	425	1	321	75.5
Education Teachers	9	877	5	884	4	790	89.4
English Teachers	41	698	22	775	19	608	78.5
Foreign Language Teachers	12	727	7	700	5	752	107.4
Law Teachers	5	1,578	5	1,582		1,199	75.8
Social Work Teachers	4	897	1	917	3	878	95.7
Theology Teachers	8	730	7	769	1	500	65.0
Trade & Industrial Teachers	2	984	2	998		750	75.2
Home Economics Teachers	1	880			1	881	

Note: Blanks indicate fewer than 500 individuals.

SOURCE: U.S. Department of Labor Statistics, Unpublished Tabulations from the *Current Population Survey*

TABLE 136 (Continued)

MEDIAN WEEKLY EARNINGS OF FULL–TIME WAGE AND SALARY WORKERS BY SEX IN SELECTED OCCUPATIONS, 1991

OCCUPATION	BOTH SEXES		MEN		WOMEN		Women's Earnings As a % Of Men's
	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	
Teachers, College & University, N.E.C.	5	448	3	430	2	464	107.9
College & Univ. Teachers, Subj. Not Specified	156	737	102	616	54	650	105.5
Teachers, Except College & University	**3,245**	**540**	**914**	**615**	**2,331**	**510**	**82.9**
Teachers, Prekindergarten & Kindergarten	297	329	3	720	294	326	45.3
Teachers, Elemantary School	1,344	537	205	605	1,139	533	88.1
Teachers, Secondary School	1,070	592	514	624	556	642	102.9
Teachers, Special Education	252	552	42	614	210	542	88.3
Counselore, Educational & Vocational	**190**	**613**	**70**	**666**	**120**	**595**	**89.3**
Librarians, Archivists and Curators	**153**	**521**	**31**	**589**	**122**	**515**	**87.4**
Librarians	141	621	25	609	116	512	84.1
Social Scientists & Urban Planners	**270**	**612**	**138**	**704**	**132**	**533**	**75.7**
Economists	97	731	50	946	47	613	64.8
Psychologists	135	536	59	634	76	506	79.8
Sociologists	1	800			1	800	
Social Scientists, N.E.C.	23	549	17	676	6	486	71.9
Urban Planners	14	610	12	602	2	653	108.5
Social, Recreation & Religious Workers	**908**	**449**	**447**	**490**	**461**	**419**	**85.5**
Social Workers	531	465	180	507	351	445	87.8
Lawyers & Judges	**397**	**1,107**	**302**	**1,089**	**95**	**817**	**75.0**
Lawyers	370	1,007	279	1,091	91	821	75.3
Technical/Sales/Admin. Support Occupations	**25,142**	**394**	**9,363**	**509**	**15,779**	**350**	**68.8**
Technical & Related Suport Occupations	**3,172**	**508**	**1,719**	**576**	**1,453**	**445**	**77.3**
Health Technologists & Technicians	1,027	423	202	496	825	409	82.5
Clinical Lab. Technologists & Technicians	255	461	65	496	190	447	90.1
Dental Hygienists	38	583		450	38	586	130.2
Health Record Technologists & Technicians	53	338	4	404	49	330	81.7
Radiologic Technicians	114	500	34	527	80	488	92.6
Licensed Practical Nurses	325	396	17	459	308	393	85.6
Health Technologists & Technicians, N.E.C.	242	396	83	493	159	369	74.8
Engineering & Related Technologists & Technicians	857	523	715	543	142	459	84.5
Electrical & Electronic Technicians	332	543	293	541	39	454	83.9
Industrial Engineering Technicians	6	589	4	603	2	552	91.5
Mechanical Engineering Technicians	18	709	15	719	3	518	72.0
Engineering Technicians, N.E.C.	211	572	154	542	57	418	77.1
Drafting Occupations	233	513	196	520	37	486	93.5
Surveying & Mapping Technicians	58	489	53	490	5	471	96.1
Science Technicians	213	498	156	517	57	427	82.6
Biological Technicians		397	36	396	22	415	104.8
Chemical Technicians	85	546	65	598	20	492	82.3
Science Technicians, N.E.C.	70	506	55	529	15	359	67.9
Technicians, Except Health, Engineering & Science	1,076	610	646	670	430	533	79.6
Computer Programmers	510	662	334	687	176	610	88.8
Administrative Support Occupations, Incl. Clerical	**4,197**	**365**	**3,088**	**459**	**1,109**	**348**	**75.8**
Computer Equipment Operators	640	382	226	463	414	352	76.0
Computer Operators	635	383	225	464	410	353	76.1

Note: Blanks indicate fewer than 500 individuals.

SOURCE: U.S. Department of Labor Statistics, *Employment and Earnings*, January 1993

TABLE 137

MEDIAN WEEKLY EARNINGS OF FULL–TIME WAGE AND SALARY WORKERS IN SELECTED OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX, 1992

(numbers in thousands)

OCCUPATION	BOTH SEXES		MEN		WOMEN		Women's Earnings As a % Of Men's
	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	
Management & Professional Specialty Occupations	**23,246**	**$655**	**12,082**	**$777**	**11,165**	**$562**	**72.3**
Executive/Administrative/Managerial Occupations	11,287	650	6,370	784	4,918	519	66.2
Administrators & Officials, Public Administration	516	710	304	803	212	601	74.8
Financial Managers	485	764	262	982	223	613	62.4
Personnel & Labor Relations Managers	103	719	44		59	590	
Managers, Marketing, Advertising & Public Relations	493	783	332	915	161	627	68.5
Administrators, Education & Related Fields	507	772	236	873	271	677	77.5
Managers, Madicine & Health	329	716	113	840	216	672	80.0
Management Related Occupations	3,296	594	1,547	708	1,749	507	71.6
Accountants & Auditors	1,128	600	539	706	598	518	73.4
Management Analysts	86	775	51	980	35		
Personnel Training & Labor Relations Specialists	381	610	139	761	243	560	73.6
Professional Specialty Occupations	**11,949**	**659**	**5,712**	**770**	**6,247**	**587**	**76.2**
Architects, Engineers & Surveyors	1,688	850	1,538	867	150	742	85.6
Architects	82	692	72	702	10	752	107.1
Engineers	1,594	862	1,456	877	139		
Aerospace Engineers	83	947	78	973	5		
Chemical Engineers	64	982	61	989	3		
Civil Engineers	197	830	182	826	15		
Electrical & Electronic Engineers	472	892	434	901	38		
Industrial Engineers	200	782	190	798	29		
Mechanical Engineers	286	823	273	833	13		
Mathematical & Computer Scientists	861	799	572	839	289	712	84.9
Computer Systems Analysts & Scientists	639	810	442	846	197	730	86.3
Operations & Systems Researchers & Analysts	180	753	102	803	78	687	85.6
Natural Scientists	402	731	289	786	113	622	79.1
Chemists, Except Biochemists	120	758	84	795	36		
Biological & Life Scientists	81	663	49				
Medical Scientists	53	623	34		18		
Health Diagnosing Occupations	341	962	249	1,029	92	749	72.8
Physicians	294	1,007	217	1,190	77	859	72.2
Health Assessment & Treating Occupations	1,791	666	259	737	1,532	658	89.3
Registered Nurses	1,266	446	82	633	1,184	663	104.7
Pharmacists	143	868	83	897	61	808	90.1
Dietitians	62	446	8		54	457	
Therapists	279	646	67	667	212	639	95.8
Inhalation Therapists	57	617	22		35		
Physical Therapists	77	682	19		58	695	
Speech Therapists	53	693	5		48		

NOTE: Blanks indicate fewer than 50,000 in occupation.

SOURCE: U.S. Department of Labor Statistics, *Employment and Earnings*, January 1993

TABLE 137 (continued)

MEDIAN WEEKLY EARNINGS OF FULL–TIME WAGE AND SALARY WORKERS IN SELECTED OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX, 1992

OCCUPATION	BOTH SEXES		MEN		WOMEN		Women's Earnings As a % Of Men's
	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	No. of Workers	Median Weekly Earnings	
Teachers, College and University	495	$799	328	$896	167	$673	75.1
Teachers, Except College & University	3,418	561	916	627	2,512	530	84.5
Teachers, Prekindergarten & Kindergarten	323	358	3		319	357	
Teachers, Elamantary School	1,468	567	225	658	1,243	549	83.4
Teachers, Secondary School	1,050	610	479	647	561	584	90.3
Teachers, Special Education	224	550	42		202	554	
Counselors, Educational & Vocational	207	577	77	612	130	550	89.9
Librarians, Archivists and Curators	165	581	27		138	593	
Librarians	143	586	18		124	594	
Social Sciantists & Urban Planners	232	705	113	872	118	585	67.1
Economists	93	748	49		44		
Psychologists	102	665	43		60	590	
Social, Recreation & Religious Workers	912	479	474	503	437	449	89.3
Social Workers	523	489	172	531	351	469	88.3
Lawyers & Judges	412	1,079	286	1,157	125	884	76.4
Lawyers	381	1,085	263	1,175	117	917	78.0
Technical/Sales/Admin. Support Occupations	**25,928**	**407**	**9,844**	**519**	**16,084**	**365**	**70.3**
Technical & Related Suport Occupations	3,564	508	1,956	591	1,608	436	73.8
Health Technologists & Technicians	1,118	427	246	501	873	415	82.8
Clinical Lab. Technologists & Technicians	245	506	60	577	185	493	85.4
Radiologic Technicians	100	543	31		69	528	
Licensed Practical Nurses	329	416	22		306	411	
Engineering & Related Technologists & Technicians	829	550	695	576	133	465	80.7
Electrical & Electronic Technicians	295	593	260	607	35		
Drafting Occupations	240	527	201	541	40		
Surveying & Mapping Technicians	56	456	52	459	3		
Science Technicians	215	487	142	522	73	375	71.8
Biological Technicians	56	362	26		30		
Chemical Technicians	79	556	58	599	20		
Technicians, Except Health, Engineering & Science	1,043	585	873	647	529	488	75.4
Computer Programmers	517	685	346	723	171	608	84.1
Administrative Support Occupations, Incl. Clerical	**14,460**	**381**	**3,225**	**482**	**11,235**	**364**	**75.5**
Computer Equipment Operators	572	406	212	497	361	378	76.1
Computer Operators	571	406	211	497	360	378	76.1
Health Service Occupations	1,457	277	182	292	1,275	276	94.5
Dental Assistants	89	332	2		87	333	
Health Aides, Except Nursing	244	309	44		201	303	
Nursing Aides, Orderlies, Attendants	1,123	266	136	276	987	265	96.0

NOTE: Blanks indicate fewer than 50,000 in occupation.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Occupational Compensation Survey: Pay Only*, San Francisco, CA; Chicago, IL; Baltimore, MD; Boston, MA; and San Antonio, TX Metropolitan Areas.

TABLE 138

MEAN AND MEDIAN WEEKLY EARNINGS OF ENGINEERS AND ENGINEERING TECHNICIANS BY LEVEL OF RESPONSIBILITY, TYPE OF EMPLOYER, AND SELECTED METROPOLITAN AREAS, 1992

LEVEL OF RESPONSIBILITY	SAN FRANCISCO		CHICAGO		BALTIMORE		BOSTON		SAN ANTONIO	
	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government
ENGINEERS										
Level I										
Mean	$664	$	$674	$	$	$549	$625	$	$	$562
Median	666		690				629			
Level II										
Mean	761	825	772	708	697	716	704	714	740	
Median	750	809	760	693	694	744	702	754	737	
Level III										
Mean	907	845	861	827	833	875	842	803	838	739
Median	885	850	864	808	826	875	828	829	831	709
Level IV										
Mean	1,101	994	1,061	988	1,047	974	1,024	915	1,070	879
Median	1,084	952	1,043	1,000	1,040	979	1,008	906	1,037	862
Level V										
Mean	1,341	1,159	1,275	1,131	1,285	1,123	1,288		1,329	
Median	1,333	1,092	1,267		1,304		1,270		1,320	
Level VI										
Mean	1,549	1,533	1,488		1,455		1,598			
Median	1,319	1,212	1,467		1,457		1,566			
Level VII										
Mean	1,792		1,701				1,814			
Median	1,745						1,776			
ENGINEERING TECHNICIANS										
Level III										
Mean	601		475		445		501			
Median	584		464				486			
Level IV										
Mean	713		572		583		573			
Median	716		567		557		574			
Level V										
Mean			862		654		674			
Median			881		667		659			

NOTE: Blanks indicate no data available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Occupational Compensation Survey: Pay Only*, San Francisco, CA; Chicago, IL; Baltimore, MD; Boston, MA; and San Antonio, TX Metropolitan Areas.

TABLE 139

MEAN AND MEDIAN WEEKLY EARNINGS OF COMPUTER PERSONNEL BY LEVEL OF RESPONSIBILITY, TYPE OF EMPLOYER, AND SELECTED METROPOLITAN AREAS, 1992

LEVEL OF RESPONSIBILITY	SAN FRANCISCO		CHICAGO		BALTIMORE		BOSTON		SAN ANTONIO	
	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government	Private Industry	State & Local Government
COMPUTER PROGRAMMERS										
Level II										
Mean	$624	$716	$538	$503	$591	$582	$587	$	$478	$449
Median	604	714	528		580	576	566			460
Level III										
Mean	757	860	613	612	673	679	704		564	521
Median	740	875	614		662	684	692		566	529
Level IV										
Mean	841		706		831		808		668	633
Median			693		824		808		651	621
COMPUTER SYSTEMS ANALYSTS										
Level I										
Mean	718		739	659	671	697	671		658	
Median	722		725		672	705	680		659	
Level II										
Mean	933	848	879	864	841	764	829	869	769	764
Median	923	847	872	892	832	759	835	852	758	747
Level III										
Mean	1,054	1,012	1,016		990	976	992		1,009	
Median	1,027	1,037	996		974		991		1,012	
Level IV										
Mean	1,235				1,055		1,124		1,187	
Median	1,190				1,055		1,140		1,187	
COMPUTER SYSTEMS ANALYSTS SUPERVISORS/MANAGERS										
Level I										
Mean	1,250	1,165	1,110	1,058	1,112		1,103			
Median	1,276		1,112				1,083			
Level II										
Mean	1,375		1,329		1,215		1,282			
Median	1,346		1,334				1,308			
COMPUTER OPERATORS										
Level II										
Mean	462	533	420	478	417	423	419	469	353	380
Median	460		407	505	409	420	412	489	345	
Level III										
Mean	559	576	513	544	499	470	508		459	509
Median	555	587	518	530	489	451	495		442	
Level IV										
Mean	648		604			528	644			
Median	637					523	627			

NOTE: Blanks indicate no data available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Occupational Compensation Survey: Pay Only*, San Francisco, CA; Chicago, IL; Baltimore, MD; Boston, MA; and San Antonio, TX Metropolitan Areas.

TABLE 140

MEAN AND MEDIAN WEEKLY EARNINGS OF ACCOUNTANTS AND ATTORNEYS BY LEVEL OF RESPONSIBILITY, TYPE OF EMPLOYER, AND SELECTED METROPOLITAN AREAS, 1992

LEVEL OF RESPON–SIBILITY	SAN FRANCISCO		CHICAGO		BALTIMORE		BOSTON		SAN ANTONIO	
	Private Industry	State & Local Govern–ment	Private Industry	State & Local Govern–ment	Private Industry	State & Local Govern–ment	Private Industry	State & Local Govern–ment	Private Industry	State & Local Govern–ment
ACCOUNTANTS										
Level I										
Mean	$574	$644	$500	$538	$495	$572	$460	$	$449	$425
Median	574	661	493	543	509	564	451		441	405
Level II										
Mean	588	754	605	596	707	641	565		527	494
Median	576	798	607	585	709	607	556		532	479
Level III										
Mean	741	824	743	726	897	765	713	748	723	633
Median	730	788	730	721	882	730	700	746	710	613
Level IV										
Mean	995	940	966	845	1,177		910	884	956	
Median	972	949	945		1,149		886	791	962	
Level V										
Mean	1,269		1,217				1,243			
Median	1,250		1,219				1,240			
ATTORNEYS										
Level II										
Mean	1,160	1,071	1,016			886	955	846		
Median		1,121	1,006			899		877		
Level III										
Mean	1,393	1,300	1,223		1,263	1,046	1,300	973	1,068	
Median	1,401	1,392	1,210		1,277	1,033	1,312	962		
Level IV										
Mean	1,711	1,518	1,562		1,493	1,179	1,675			
Median	1,706	1,655	1,538				1,668			
Level V										
Mean	2,186						2,091			
Median							2,035			
Level VI										
Mean	1,937									
Median	1,657									

NOTE: Blanks indicate no data available.

SOURCE: *U.S. News & World Report*, October 26, 1992

TABLE 141

AVERAGE ANNUAL SALARY RANGE OF SELECTED OCCUPATIONS BY GEOGRAPHIC REGION AND LEVEL OF RESPONSIBILITY, 1992

OCCUPATION/LEVEL OF RESPONSIBILITY	NORTHEAST		SOUTHEAST		N. CENTRAL		S. CENTRAL		WEST COAST	
	Low	High	Low	High	Low	High	Low	High	Low	High
Accountant										
Entry	$24,600	$28,800	$22,700	$28,100	$24,200	$29,200	$24,200	$29,200	$25,800	$30,800
Senior	34,500	41,400	33,000	41,000	35,000	40,900	35,000	40,900	35,900	42,700
Manager	47,200	65,200	44,100	72,000	47,200	65,200	51,500	70,900	54,600	69,300
Computer Systems Analyst										
Entry	25,200	29,500	22,400	33,100	26,800	33,100	28,400	32,100		
Senior	45,000	52,800	44,900	51,600	43,900	50,500	43,700	52,600	47,800	54,500
Manager	52,000	62,400	45,800	59,800	51,700	67,300	47,000	84,300	51,600	68,600
Corporate Attorney										
Entry	37,900	49,700	37,300	45,900	35,100	45,000	35,700	43,100	42,700	55,400
Senior	62,800	77,900	57,100	80,400	58,400	74,300	57,900	77,300	67,700	84,600
Manager	65,700	90,000	60,000	88,400	61,700	87,600	66,900	92,500	66,200	91,200
Financial Analyst										
Entry	27,200	32,700	24,500	32,400	25,800	31,900	26,400	31,700	28,900	32,600
Senior	40,900	51,700	37,500	46,800	40,100	49,500	38,800	45,800	42,200	49,600
Manager	51,100	70,500	50,100	65,600	49,100	64,100	61,300	74,100	52,800	78,000
Human Resources Generalist										
Entry	25,600	29,800	23,700	28,200	23,600	28,400	23,700	29,400	26,400	31,700
Senior	36,700	45,200	35,900	45,100	34,300	45,900	34,700	46,900	35,900	44,700
Manager	50,400	71,200	45,600	65,300	49,000	68,800	50,500	74,500	55,900	74,500
Industrial Hygienist										
Entry	25,100	33,800	24,600	32,800	23,600	31,700	22,400	30,600	25,200	34,300
Senior	38,600	48,500	38,400	49,200	38,500	48,500	40,700	49,400	42,300	53,700
Manager	42,700	63,800	43,400	63,700	47,000	65,400	47,700	61,400	52,100	73,500
Market Research Analyst										
Entry	23,700	28,100	24,000	30,000	23,900	29,100	25,800	31,600	28,300	32,300
Senior	42,200	48,900	38,300	48,500	40,800	52,700	35,100	44,900	39,700	52,000
Manager	50,300	72,400	46,300	73,500	47,300	63,400	54,300	70,300	56,400	70,700
Nurse										
Entry	34,400	40,800	29,400	35,000	32,100	36,700	29,200	34,600	34,900	42,800
Senior	43,400	51,700	41,000	50,500	41,300	47,800	40,900	51,500	53,800	64,600
Manager	56,000	67,500	66,500	89,500	66,600	85,300	62,700	85,100	59,600	91,300
Pathologist										
Entry	70,000	90,000	160,000	190,000	110,000	130,000	120,000	144,000	107,000	144,000
Senior	107,000	125,900	170,100	200,000	143,000	162,000	140,000	167,000	146,000	155,000
Upper Range	156,000	172,000	220,000	245,000	17,000	180,000	160,000	200,000	170,000	183,000
Pharmacist										
Entry	16,900	21,300	13,800	18,600	16,100	19,200	14,500	17,100	18,600	23,700
Senior	43,300	47,800	44,300	49,400	43,400	47,000	41,600	46,500	47,200	56,600
Upper Range	59,600	67,400	58,400	68,400	56,100	67,900	55,600	69,600	56,900	69,600
Physical Therapist										
Entry	17,400	23,900	14,600	24,900	15,700	23,400	13,500	18,800	15,300	28,800
Senior	36,100	41,100	37,200	42,200	35,400	39,800	35,800	41,700	36,500	43,100
Upper Range	49,000	58,500	47,700	58,100	47,500	56,500	49,500	58,100	47,700	58,400
Tacher										
Entry	19,300	27,200	18,700	21,400	16,900	23,300	17,700	21,800	16,800	24,700
Senior	30,100	47,500	24,400	32,200	23,300	40,700	26,200	33,100	26,300	40,400
Upper Range	33,100	52,300	26,800	35,500	25,600	44,800	28,900	36,400	29,000	44,500
Technical Designer										
Entry	29,400	36,400	29,200	35,100	28,200	34,300	29,400	37,500	31,900	37,800
Senior	34,400	43,200	34,900	40,900	33,700	42,300	31,900	43,700	39,500	49,200
Manager	51,900	70,400	54,400	65,500	49,000	74,500	61,100	69,700		
Telcommunications Analyst										
Entry	25,100	33,300	22,000	25,500	22,800	28,100	21,100	30,800	27,000	34,900
Senior	44,100	51,000	39,500	45,200	41,600	51,700	40,000	50,100	44,500	57,600
Manager	53,700	73,500	47,800	67,000	53,700	69,600	50,200	70,900	56,700	79,500
Test Engineer										
Entry	28,100	35,200			28,300	33,100	29,700	35,000	28,200	33,800
Senior	44,200	56,100	46,600	52,900	45,200	53,400			46,400	57,600
Manager	56,500	77,400	46,300	70,700	4,610	61,700	59,100	73,100	60,300	72,500

Note: Blanks indicate too few responces to be meaningful.

SALARIES OF ENGINEERS

For the sixth year in a row, salaries of engineers in the United States failed to keep up with inflation, according to the 27th survey by the **Engineering Workforce Commission of the American Association of Engineering Societies, Inc.**. Overall, the median annual salary for engineers employed in industry in 1993 increased only 3.2% over the 1992 median. The survey covered 111,628 persons employed in 273 private sector organizations, 10,542 engineers working in 23 federal, state or local government agencies, and 14,744 engineering educators. This year, the survey includes metropolitan area regional data for the first time. Engineers employed in industry, regardless of sector, earned more than their colleagues in federal, state or local government. The highest median salary was reported by engineers employed in the petroleum industry- $69,600, while the lowest median salary was reported by engineers employed by state governments - $44,200, (**Table 142**). This is true throughout their professional careers as is shown in **Table 143**.

Within the industrial sector, petroleum led all others with the highest overall level of engineering compensation. This was true regardless of level of experience. As **Table 144** shows, salaries of engineers in industry ranged from a high of $97,650 for those with 33+ years of experience working in the petroleum industry to a low of $32,250 for those just beginning their careers in the construction industry.

Supervisory status and academic attainment exert significant influences on the compensation of engineers. Supervisory engineers consistently earn more than non-supervisory engineers, with salary differentials ranging from a high of 53.9% in the computer industry to a low of only 12.9% for those working in the communication services industries. The highest median salary was for supervisory engineers employed in the petroleum industry ($93,900), while the lowest median was reported by non-supervisory engineers employed in state governments - $34,600 (**Table 145**). The salary advantage of supervisors over non-supervisors is true for all degree levels as is shown in **Table 146**. The higher the degree, the higher the salary. Overall, bachelor's degree engineers reported a median salary of $51,150, compared to $59,750 at the master;s level and $70,200 for PhDs (**Table 147**).

Of the five metropolitan areas surveyed, those engineers employed in San Francisco area reported the highest median salary - $65,000, while those employed in the Washington, DC area had the lowest - $53,800 (**Table 148**). By geographic region, the West South Central area replaced the Pacific area as the highest-paying section of the country. The median annual salary for engineers working in the West South Central region is $58,150, compared to the East South Central region where engineers' median salary is $50,600 (**Tables 149** and **150**).

The twenty-seventh national compensation survey by the **National Society of Professional Engineers PROFESSIONAL INCOME AND SALARY SURVEY 1993**, carried out by **Abbott, Langer & Associates**, found that total income of NSPE members reached $60,800, up 4.1% over 1992 During that period, the Consumer Price Index rose by 3.3% allowing NSPE members to barely keep ahead of inflation.

By level of education, median income of engineers with a B.S. degree in engineering rose 3.8% over the proceeding year to reach $57,004, while those with a M.S. in engineering reported increases of 3.6% to $65,000, and those with a doctorate in engineering reached $82,000 (**Table 151**). Regardless of degree level, income of engineers generally increases with years of experience through their professional careers, although it does level off, (**Table 152**).

Geographically, engineers employed in the Pacific and Western States reported the highest median income - $66,200, while those employed in the Great Plains States reported the lowest - $55,475 (**Table 153**). By selected metropolitan areas, median income of engineers ranged from a high of $80,000 in Middlesex/Somerset/Hunterdon Counties in New Jersey, followed closely by engineers employed in Newark/Jersey City, NJ, at $75,000 and engineers employed in san Francisco/Oakland, CA at $74,950. At the other end of the economic scale, those engineers employed in Cleveland/Akron/Lorain, Ohio reported a median income of $53,475 (**Table 154**).

Highest median income by type or service of employer was reported by those engineers in private practice engaged in electronics work - $77,750, while the lowest income was reported by those engineers working in state government - $50,265 (**Table 155**). By branch of engineering, petroleum engineers reported the highest median income - $72,500, followed closely by nuclear engineers at $71,468. Lowest median income was reported by manufacturing engineers at $56,940 (**Table 158**). **Table 156** shows median income by branch of engineering and length of experience. Petroleum engineers with 30+ years of experience reported the highest income - $105,500.

By job function, engineers engaged in executive/administrative activities registered the highest median income - $75,200, while those engaged in design earned the least - $52,243 (**Table 159**). **Table 157** shows median income by job function and length of experience. Generally, the more experience, the higher the salary regardless of design function. Engineers working in an executive/administrative position with at least 30 years of experience reported the highest income - $77,200. Over 77% of the respondents to the survey have supervisory or managerial responsibility. Income increases regularly with increased supervisory/managerial responsibility. Engineers in nonsupervisory positions have a median income of $50,516, up 5.1% from 1992 (**Table 160**).

Overall, the median income of women engineers ($46,436) is 77% of that of male engineers ($60,000). However, this is up from 76% two years ago. Women engineers have a higher median income than male engineers for the first four years of experience. Thereafter male engineers have an advantage (**Table 161**). This same salary advantage holds true for minority engineers in the early years, but that salary advantage disappears in their later professional careers (**Table 162**).

The **1992 Salary Survey Report**, published by the **American Institute of Chemical Engineers**, is based on data reported by 4,385 members of the AIChE. Over half the respondents are between the ages of 26 and 45 and nine out of ten are men. This is fairly representative of the AIChE membership as a whole. Overall, the 1992 median salary of the respondents was $59,700, up more than 10% from $54,000 in 1990. As shown in **Table 163**, salaries rise with age, although not as rapidly in the later years. As is true in other surveys, women AIChE members received considerably smaller salaries than did men AIChE members. Overall, men received over 23% more than women, although after controlling for the age of the respondents, some of this salary disparity disappears (**Table 164**).

As shown in **Table 165**, the higher the degree, the higher the salary **Table 166** shows that working for a larger company results in higher salaries than working for a smaller one, and more than one in three respondents were employed by a large company. Work function and type of industry have an effect on salaries of chemical engineers. Median salaries ranged from a high of $87,206 for chemical engineers in general management to a low of $46,100 for those working in product engineering, (**Table 167**), while salaries ranged from a high of $72,600 for chemical engineers employed in the petroleum production areas to a low of $40,552 for those working in other than federal government **Table 168**.
Not surprising because of the heavy petroleum industry in the state, engineers working in Oklahoma reported the highest median salaries - $70,600 (**Table 169**). **Table 170** shows that the more experience, the higher the salary until about 35 years, at which time the salary begins to drop.

Median salaries for chemical engineers employed in industry was up over 8% at the bachelor's level in 1993, according to **SALARIES 1993**, an analysis of the 1993 survey of salaries and employment prepared by the **American Chemical Society**. While the overall median salary for PhD industrial chemical engineers was over 9% to $71,000, master's degree chemical engineers reported less than a 1% increase in median salary to $63,000 (**Table 171**).

Average income for industrial engineers on January 1, 1993 was $55,208, according to 1,123 respondents to the 12th survey on **COMPENSATION OF INDUSTRIAL ENGINEERS**, conducted by **Abbott, Langer & Associates** for the **Institute of Industrial Engineers**. Median income by degree level ranged from $70,940 for PhD engineers to $43,445 for those with less than a bachelor's degree (**Table 172**).

Median income of industrial engineers rose regularly by length of experience, ranging from $32,317 for those with under one year of experience to $69,000 for those with 30 or more years of experience (**Table 173**). As expected, median income was highest for industrial engineers who were corporate officers or in general management - $77,250 (**Table 174**).

Median income varied from one type of employer to another; higher in non-manufacturing organizations ($52,782) than in manufacturing firms ($49,250). The lowest median income of industrial engineers was found in firms manufacturing fabricated metal products and furniture and wood products at $41,340 and $41,597 respectively. Industrial engineers who were employed by chemical, pharmaceutical & applied products organizations reported the highest median income - $59,803 (**Table 175**).

Median income was highest for industrial engineers employed in San Francisco/Oakland & Vicinity - $62,000 - and lowest in Seattle/Everett & Vicinity - $40,100 (**Table 176**). By primary activity or specialty, the highest median income went to those engaged in "organization, administration - IE department, plant" - $58,240, while the lowest median income was reported by those in work measurement, standards and performance measures - $42,100 - **Table 177**). With the exception of the very small and the very large organizations, the larger the size of the organization, the higher the salary as is shown in **Table 178**.

In another survey by **Abbott, Langer & Associates** on **COMPENSATION IN MANUFACTURING** - 13th edition, 114 organizations provide information on managerial, engineering, and technical personnel in the manufacturing field. By type of product manufactured, engineers employed by firms producing nonferrous primary metal products report the highest median income - $46,656 - while those working for firms producing furniture and wood products report the lowest - $30,000 (**Table 179**). As with other surveys, the larger the size of the organization, the higher the salary (**Table 180**).

Geographic area had an effect on salaries for engineers working in manufacturing. The highest median salary was reported by engineers working in the Mountain states ($50,040) while those working in the Southern states reported the lowest ($42.924) (**Table 181**). By state, Illinois has the highest median at $56,241, while the lowest was reported by those working in Utah - $27,600, although there were very few engineers responding from that state (**Table 182**). By selected metropolitan area, median salaries ranged from a high of $56,241 for engineers working in the Chicago area to a low of $27,600 for those working in the Salt Lake City/Ogden, Utah area, but again there were very few respondents from that area (**Table 183**).

Table 184 reports salaries and compensation by type of engineer. Median salaries ranged from a high of $51,957 for sales engineers to a low of $38,222 for industrial engineers. Salaries and total compensation for selected managerial personnel employed in manufacturing are shown in **Table 185**.

The median income of members of the **Institute of Electrical and Electronics Engineers, Inc. (IEEE)** who are employed full-time in their primary area of competence is increased 5.5% from 1991 to $61,061, according to 6,640 respondents to the eleventh survey of the **IEEE U.S. MEMBERSHIP SALARY AND FRINGE BENEFIT SURVEY 1993**. However, adjusted for inflation, the gain is marginal - less than 1% since 1991, and only 1.3% since 1989. By highest degree earned, those with a PhD reported the highest median income - $75,000, while those with a bachelor's degree in engineering technology reported the lowest - $47,600 (**Table 186**). According to the survey, income generally rises with age. As shown in **Table 187**, median income for IEEE members in the 20-24 age group was $35,000. It increased steadily to $77,875 by age 60, when it dropped only to rise again by age 65. Although racial diversity within electrical engineering continues to increase, the majority are white males. Blacks, at only one percent of the respondents, earn $10,000 less than the median income earned by white counterparts (**Table 188**).

Median income by industry or service of employer ranged from a high of $68,200 for those employed in the communications industry to a low of $52,300 for those employed in the automotive industry (**Table 189**). As was true in other surveys, those EEs employed in general management had the highest median income - $82,200. The lowest median income was reported by those working in engineering support at $50,000 (**Table 190**). **Table 191** presents median income by primary area of technical competence. Income ranges from a high of $75,000 for those with technical competence in engineering management to a low of $48,600 for those IEEE members whose primary area of technical competence is in industrial electronics. As was true in earlier surveys, income continues to increase with years of experience to about 35 years, where the median stabilizes at the $75,000-$80,000 range (**Table 192**). While entry level income for men and women is similar. the disparity starts growing at about five years of experience. **Table 193** shows median income by years with present employer.

By geographic region, IEEE engineers reported the highest median income working in the West - $67,000 - and the lowest in the Central region - $56,000, (**Table 194**). By selected state, highest median income was reported by engineers working in New Jersey at $70,500, while the lowest income was reported by those working in Wisconsin at $50,000 (**Table 195**). By selected metropolitan area, median income ranged from a high of $75,614 for engineers in the San Jose CA area to a low of $51,656 in Dayton/Springfield, OH (**Table 196**).

Median income by level of professional responsibility for IEEE engineers is shown in **Table 197**. IEEE engineers working for companies employing over 10,000 people reported the highest median income - $63,400 (**Table 198**),. while those working for nonprofit organizations reported the highest median salary - $71,500 and those working for state and local governments reported the lowest - $53,000 (**Table 199**).

SOURCE: Engineering Workforce Commission of the American Associçation of Engineering Societies, *Professional Income of Engineers*, 1993

TABLE 142

MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERS BY EMPLOYMENT GROUP, 1993

EMPLOYMENT GROUP	Median	Mean
All Industry	**$53,800**	**$56,600**
All Manufacturing Industries	52,850	56,000
Transportation Equipment/Aerospace	51,600	55,150
Aerospace	53,450	56,200
Chemicals, Drugs & Plastics	64,500	66,350
Construction	61,750	62,950
Consulting & Engineering Services	57,350	59,650
Consulting	59,650	61,850
Engineering Services	55,050	57,000
Environmental Services	56,700	59,400
Electric & Gas Utilites	56,400	58,000
Electric Utilities	56,400	57,850
Gas Utilities	57,450	60,000
Electrical Machinery/Electronics/Computer	53,650	55,500
Electrical Machinery	50,300	53,700
Electronic Equipment	53,650	55,400
Computers	52,450	55,350
Machinery (non–electrical)	50,900	53,050
Fabricated Metal Products	52,950	55,400
Petroleum	69,600	72,800
Precision Instruments	48,500	50,850
Rubber & Plastic	55,300	58,350
Other Durable Goods Manufacturing	53,050	55,250
Other Nondurabe Goods Manufacturing	58,200	62,800
All Non–Manufacturing Industries	55,450	57,500
Communication Services	60,500	59,500
Federal Government	49,350	51,850
State Government	44,200	44,000
Local Government	53,150	54,900
Research & Development Organizations	64,650	56,950

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Professional Income of Engineers*, 1993

TABLE 143

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERS BY TYPE OF EMPLOYMENT GROUP AND SELECTED YEARS SINCE BACCALAUREATE, 1993

EMPLOYMENT GROUP	YEARS SINCE BACCALAUREATE										
	0	1	5	7	9–11	15–17	18–20	21–23	27–29	33+	All Years
All Industries	1,699 $34,200	2,467 $35,850	4,401 $42,800	5,495 $46,300	12,585 $51,300	9,079 $59,550	9,304 $62,400	9,372 $64,350	5,617 $66,150	7,615 $66,050	111,628 53,500
All Manufacturing Industries	1,090 35,000	1,487 36,600	2,603 43,100	3,308 46,350	7,470 50,950	4,883 58,600	5,142 61,300	5,242 63,300	3,187 65,350	3,651 65,850	62,979 52,850
All Non–Manufacturing Industries	646 32,900	969 34,650	1,848 42,200	2,246 46,100	5,169 51,700	4,413 60,950	4,338 64,100	4,253 66,100	2,591 67,600	4,323 66,750	50,567 55,450
Federal Government		97 41,150	305 44,550	387 46,150	921 48,450	436 52,500	336 54,200	433 55,650	480 57,900	509 60,000	6,511 49,350
State Government	140 27,650	130 29,150	127 35,050	150 37,850	384 41,700	293 47,700	258 49,800	319 51,400	228 53,250	377 54,150	3,807 44,200
Local Government					26 45,950	13 52,650	17 55,450	25 57,800	28 61,150	26 63,700	227 53,150
Communications Services	45 32,200	25 34,450	56 44,100	115 49,200	347 56,600	247 67,550	186 70,100	194 70,800	106 68,700	87 63,550	2,260 60,500
Consulting & Engineering Services	342 33,250	470 34,850	718 42,100	839 45,800	2,100 51,300	1,774 61,050	1,854 64,800	1,747 67,700	1,289 71,050	2,509 72,350	22,194 57,350
Consulting	207 33,000	313 34,800	477 42,600	567 46,700	1,483 52,900	1,171 63,900	1,255 68,050	1,124 71,200	850 74,500	1,802 75,200	14,803 59,650
Engineering Services	210 33,750	272 35,350	425 42,150	501 45,600	1,207 50,600	1,036 59,100	1,066 62,200	1,041 64,550	732 67,000	1,187 67,700	12,775 55,050
Environmental Services	55 33,550	76 35,350	122 42,850	116 46,600	298 52,050	248 61,450	256 65,100	191 67,950	146 71,400	230 72,900	2,963 56,700
Research & Devel. Organizations			605 48,350	895 52,600	2,529 58,700	2,043 68,650	1,654 72,000	1,501 74,200	1,231 75,850	1,980 75,100	20,289 64,650

NOTE: Blanks indicate too few respondents to compute median salaries.

SOURCE: Engineering Workforce Commission of the American Association of Engineering Societies, *Professional Income of Engineers*, 1993

TABLE 144

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERS BY TYPE OF INDUSTRY AND SELECTED YEARS SINCE BACCALAUREATE, 1993

TYPE OF INDUSTRY	YEARS SINCE BACCALAUREATE										
	0	1	5	7	9–11	15–17	18–20	21–23	27–29	33+	All Years
Aerospace			309 **$40,600**	467 **$43,700**	1,101 **$48,300**	561 **$56,650**	435 **$60,050**	421 **$62,850**	541 **$66,650**	1,414 **$69,200**	8,539 **$53,450**
Chemicals, Drugs & Plastics	161 **39,200**	337 **41,150**	481 **49,100**	443 **53,100**	1,656 **58,800**	1,101 **68,700**	1,339 **72,500**	1,128 **75,450**	949 **79,100**	790 **80,700**	14,315 **64,500**
Construction	44 **32,250**	59 **34,400**	48 **43,100**	53 **47,350**	188 **53,300**	183 **62,700**	225 **66,000**	223 **68,450**	172 **71,300**	262 **72,500**	2,277 **61,750**
Electrical Machinery/Electronics/Comptrs.	209 **35,450**	217 **37,000**	656 **43,200**	1,016 **46,300**	2,417 **50,650**	1,326 **57,900**	1,130 **60,550**	1,340 **62,450**	950 **64,600**	1,787 **65,300**	18,230 **53,650**
Computers	65 **33,200**	61 **34,700**	241 **41,100**	342 **44,400**	798 **49,250**	467 **57,900**	392 **61,400**	308 **64,300**	315 **67,750**	661 **69,850**	6,085 **52,450**
Electronic Equipment	177 **35,750**	190 **37,250**	593 **43,400**	941 **46,400**	2,240 **50,700**	1,205 **57,750**	1,019 **60,300**	1,239 **62,200**	868 **64,350**	1,628 **65,100**	16,685 **53,650**
Electrical Machinery		14 **36,650**	30 **42,600**	33 **45,450**	85 **49,300**	53 **54,950**	40 **56,600**	48 **57,500**	22 **57,900**	44 **56,950**	601 **50,300**
Precision Instruments			15 **42,150**	17 **44,400**	24 **47,850**	16 **54,350**	17 **57,100**	16 **59,450**	5 **62,500**	14 **64,050**	222 **48,500**
Fabricated Metal Products	81 **34,000**	97 **35,500**	100 **41,450**	90 **44,400**	348 **48,700**	350 **56,300**	329 **59,400**	270 **61,950**	185 **65,450**	183 **67,500**	3,389 **52,950**
Rubber & Plastic			12 **42,600**	22 **46,850**	23 **53,100**	12 **63,550**	23 **67,100**	16 **69,350**	11 **70,800**	23 **69,500**	252 **55,300**
Other Durable Goods Manufacturing	38 **35,450**	95 **36,700**	104 **41,900**	117 **44,550**	375 **48,400**	322 **55,550**	360 **58,550**	282 **61,150**	194 **64,750**	334 **66,950**	3,706 **53,050**
Other Non–durable Goods Manufacturing	13 **36,050**	15 **37,900**	15 **45,750**	15 **49,800**	56 **55,800**	26 **66,400**	42 **70,450**	29 **73,500**	15 **76,900**	33 **78,000**	442 **58,200**
Petroleum	62 **39,600**	171 **41,650**	124 **50,400**	124 **55,000**	531 **62,050**	431 **75,600**	385 **81,550**	401 **86,650**	258 **93,700**	274 **97,650**	4,559 **69,600**
Electric & Gas Utilities	77 **33,300**	234 **35,350**	254 **43,350**	342 **47,200**	1,213 **52,550**	861 **60,950**	974 **63,900**	825 **66,150**	382 **68,700**	312 **69,750**	8,726 **56,400**
Electic Utilities	74 **33,350**	231 **35,350**	238 **43,450**	327 **47,350**	1,155 **52,650**	824 **60,950**	948 **63,800**	787 **65,900**	368 **68,350**	282 **69,400**	8,307 **56,400**
Gas Utilities		16 **39,700**	30 **45,450**	25 **48,350**	116 **52,550**	98 **60,000**	83 **63,100**	88 **65,700**	49 **69,400**	77 **72,250**	952 **57,450**
Machinery, Non–Electrical					14 **47,750**	12 **54,000**	22 **56,200**	28 **57,850**	17 **59,950**	11 **61,050**	207 **50,900**
Transportation Equipment/Aerospace	303 **35,600**	610 **36,700**	1,086 **41,650**	1,792 **44,350**	4,093 **48,600**	2,273 **56,850**	1,994 **60,350**	1,966 **63,300**	1,775 **67,0[illegible]0**	2,744 **68,800**	31,205 **51,600**

NOTE: Blanks indicate too few respondents to compute median salaries.

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Professional Income of Engineers*, 1993

TABLE 145

MEDIAN ANNUAL SALARIES OF ENGINEERS BY TYPE OF EMPLOYMENT GROUP AND SUPERVISORY STATUS, 1993

EMPLOYMENT GROUP	Supervisor	Non–Supervisor	Percent Differential
ALL INDUSTRY	$68,200	$50,450	35.18
All Manufacturing Industries	64,750	50,100	29.24
Transportation Equipment/Aerospace	69,300	48,050	44.22
Aerospace	73,650	49,900	47.60
Chemicals, Drugs & Plastics	76,400	61,250	24.73
Electrical Machinery/Electronics/Computers	69,600	51,550	35.01
Electrical Machinery		46,400	
Electronic Equipment	69,250	51,650	34.08
Computers	75,500	49,050	53.92
Fabricated Metal Products	58,700	44,200	32.81
Petroleum	93,900	67,450	39.21
Other Durable Goods Manufacturing	65,650	50,900	28.98
Other Non–durable Goods Manufacturing		53,550	
All Non–Manufacturing Industries	72,500	50,950	42.30
Communication Services	66,000	58,450	12.92
Construction	78,550	52,750	48.91
Consulting & Engineering Services	75,350	51,700	45.74
Consulting	75,600	52,350	44.41
Engineering Services	74,850	51,400	45.62
Environmental Services	72,600	47,900	51.57
Electric & Gas Utilities	68,500	52,150	31.35
Electric Utilities	68,250	52,350	30.37
Gas Utilities	75,500	52,250	44.50
Research & Development Organizations	81,650	62,000	31.69
Federal Government	65,050	48,550	33.99
State Government	51,250	34,600	48.12

Note: Blanks indicatd data not available

TABLE 146

MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERS EMPLOYED IN INDUSTRY BY HIGHEST DEGREE AND SUPERVISORY STATUS, 1993

HIGHEST DEGREE	Supervisor			Non–Supervisor		
	Number	Median	Mean	Number	Median	Mean
B.S.	18,413	$65,350	$67,950	62,893	$48,200	$49,850
M. S.	7,287	71,800	74,550	18,413	55,400	57,000
Ph.D.	1,534	82,350	86,850	3,088	66,150	67,050
All Degrees	27,264	68,200	70,750	84,394	50,450	52,050

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Engineers Salaries, Special Industry Report*, 1993

TABLE 147

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERS EMPLOYED IN INDUSTRY BY HIGHEST DEGREE AND SELECTED YEARS SINCE BACCALAUREATE, 1993

HIGHEST DEGREE	YEARS SINCE BACCALAUREATE										
	1	5	7	9–11	15–17	18–20	21–23	24–26	27–29	33+	TOTAL
B. S.	2,214 $35,600	3,713 $42,250	4,363 $45,550	8,892 $50,200	6,027 $57,750	6,339 $60,350	6,181 $62,050	4,196 $63,100	3,652 $63,550	5,393 $63,700	81,306 $51,150
M. S.		645 45,250	1,042 48,850	3,279 54,000	2,481 62,400	2,045 65,350	2,614 67,400	2,044 68,650	1,525 69,300	1,801 69,300	25,700 59,750
Ph.D.			90 52,850	414 69,650	571 69,900	560 73,200	577 75,600	510 77,200	440 78,200	423 79,300	4,622 70,200
ALL LEVELS	2,437 35,850	4,401 42,800	5,495 46,300	12,585 51,300	9,079 59,550	9,304 62,400	9,372 64,350	6,749 65,550	5,617 66,150	7,617 66,050	111,628 53,800

NOTE: Blanks indicate too few repsondents to compute median salaries

TABLE 148

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERS IN INDUSTRY BY SELECTED METROPOLITAN AREA AND SELECTED YEARS SINCE BACCALAUREATE, 1993

METROPOLITAN AREA	YEARS SINCE BACCALAUREATE										
	0	1	5	7	9–11	15–17	18–20	21–23	27–29	33+	All Years
Chicago	40 $34,250	135 $36,200	115 $44,100	133 $48,000	440 $53,550	330 $62,700	348 $66,150	354 $68,750	164 $71,850	184 $73,200	3,575 56,900
New York City	73 33,200	85 34,950	100 42,450	137 46,300	419 51,950	317 61,550	381 64,950	395 67,350	354 69,550	814 69,550	4,745 60,500
San Fransisco	86 35,550	100 37,400	215 45,350	88 49,500	524 55,700	464 66,650	540 70,800	563 73,950	398 77,400	633 78,450	5,329 65,000
Southern California		50 38,300	173 45,900	165 49,800	363 55,650	301 66,050	383 70,200	283 73,400	157 77,350	394 79,300	3,747 61,850
Washington, DC	23 32,450	26 34,200	63 41,800	87 45,850	211 52,050	133 63,400	135 68,050	95 71,650	72 76,100	118 78,050	1,554 55,450

SOURCE: Engineering Manpower Commission of the American Assocication of Engineering Societies, *Professional Income of Engineers*, 1993

TABLE 149

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERS IN INDUSTRY BY GEOGRAPHIC AREA AND SELECTED YEARS SINCE BACCALAUREATE, 1993

GEOGRAPHIC AREA	YEARS SINCE BACCALAUREATE										
	0	1	5	7	9–11	15–17	18–20	21–23	27–29	33+	All Years
	423	347	1,129	1,699	2,589	2,039	1,817	2,650	1,311	1,877	26,876
New England	**$34,400**	**$36,200**	**$43,550**	**$47,100**	**$51,950**	**$58,700**	**$60,400**	**$61,100**	**$60,500**	**$58,100**	**52,550**
	738	1,363	2,111	2,720	5,870	4,330	4,451	4,880	2,733	3,647	55,171
Middle Atlantic	**34,300**	**35,950**	**42,700**	**46,100**	**50,900**	**58,500**	**61,050**	**62,750**	**64,150**	**63,750**	**53,250**
	667	1,116	1,941	2,951	5,792	3,991	4,064	4,338	2,389	2,782	51,493
East North Central	**34,850**	**36,550**	**43,550**	**47,000**	**51,800**	**59,150**	**61,350**	**62,700**	**63,400**	**62,250**	**53,050**
	97	111	153	186	380	514	497	418	203	312	4,936
West North Central	**31,150**	**33,250**	**41,550**	**45,500**	**50,850**	**58,950**	**61,650**	**63,550**	**65,550**	**66,300**	**54,200**
	468	661	1,437	1535	3,264	2,518	2,519	2,746	1,676	2,494	32,369
South Atlantic	**32,800**	**34,500**	**41,700**	**45,350**	**50,650**	**59,250**	**62,100**	**64,050**	**65,500**	**64,900**	**52,550**
	132	176	640	799	1,621	919	1,015	670	415	725	11,501
East South Central	**32,950**	**34,500**	**40,800**	**43,950**	**48,550**	**56,350**	**59,250**	**61,400**	**62,900**	**64,700**	**50,600**
	129	211	417	585	1,829	1,151	925	846	599	896	12,473
West South Central	**37,250**	**39,050**	**46,350**	**50,000**	**55,250**	**63,900**	**6,950**	**69,150**	**71,250**	**71,450**	**58,250**
	196	249	656	1,017	2,687	1,750	1,565	2,048	1,012	974	201,58
Mountain	**37,550**	**39,600**	**47,450**	**51,250**	**56,400**	**63,500**	**65,250**	**65,950**	**65,300**	**62,750**	**58,500**
	349	549	1,348	1,368	2,732	2,290	2,586	2,558	1,711	2,864	30,454
Pacific	**33,500**	**35,100**	**42,250**	**45,950**	**51,300**	**60,250**	**63,450**	**65,650**	**67,800**	**67,800**	**54,150**

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Professional Income of Engineers, 1993*

TABLE 150

MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERS BY GEOGRAPHIC REGION, 1993

GEOGRAPHIC REGION	Median	Mean
Pacific	$54,150	$57,750
Middle Atlantic	53,250	55,550
Mountain	58,500	59,050
New England	52,550	53,600
East North Central	53,050	55,150
West North Central	54,200	57,150
East South Central	50,600	53,700
West South Central	58,250	60,550
South Atlantic	52,550	55,400

NOTE: Includes only engineers employed in industry.

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1988 and 1992

TABLE 151

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY LEVEL OF EDUCATION, 1988–1992

LEVEL OF EDUCATION	MEDIAN INCOME			% INCREASE	
	1988	1991	1992	1988–1991	1991–1992
Less Than BA/BS Degree	$51,742	$60,000	$61,636	16.0	2.7
B.A. Degree	55,461	59,000	63,865	6.4	8.2
B.S. Degree (Non–Engineering)	50,000	58,500	57,700	17.0	–1.4
B.S. Degree (Engineering)	48,012	53,100	54,953	10.6	3.5
M.A./M.S. Degree (Not MBA or Engineering)	54,000	60,000	61,070	11.1	1.8
MBA Degree	55,000	61,923	63,000	12.6	1.7
M.A./M.S. Degree in Engineering	53,600	60,000	62,714	11.9	4.5
MBA & an M.A./M.S. Degree	57,800	69,300	71,280	19.9	2.9
Doctorate (Non–Engineering)*	65,000	74,700	70,750	14.9	–5.3
Doctorate (Engineering)		77,917	77,958		0.1

* 1988 data includes all Doctorates

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1993, May 1993

TABLE 152

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY LEVEL OF EDUCATION AND LENGTH OF EXPERIENCE, 1993

LENGTH OF EXPERIENCE	Less than Bachelor's Degree	B.S. in Engineering	M.S. in Engineering	Doctorate in Engineering	MBA
Under 1 Year	$	$33,006	$35,500	$	$
1 Year		34,080	37,660		
2 Years		35,000	37,500		
3 Years		37,310	37,500		
4 Years		38,478	41,568		
5–9 Years		45,000	47,600	54,570	51,000
10–14 Years	48,925	54,009	58,100	60,000	59,940
15–19 Years	59,324	60,700	65,408	75,877	68,650
20–24 Years	69,890	65,762	71,350	78,288	77,750
25–29 Years	61,646	70,000	72,500	85,500	82,693
30 Years or More	66,156	74,513	78,000	89,582	74,480
TOTAL	64,161	57,044	65,000	82,000	66,000

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1989, 1992 and 1993

TABLE 153

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY GEOGRAPHIC REGION, 1989–1993

GEOGRAPHIC REGION	MEDIAN INCOME			% INCOME	
	1989	1992	1993	1989–92	1992–93
Northeastern States	$58,207	$62,000	$65,000	6.5	4.8
Southern States*	51,480	56,000	58,400	8.8	4.3
Great Lakes States	52,392	57,569	60,000	9.9	4.2
Great Plains States	48,000	53,425	55,475	11.3	3.8
Southwestern States	51,123	59,000	61,100	15.4	3.6
Pacific and Western States**	56,195	63,600	66,200	13.2	4.1

*Includes Puerto Rico and Panama. ** Includes Alaska, Hawaii, and Guam.

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1993, May 1993

TABLE 154

NUMBER, MEDIAN AND MEAN INCOME OF PROFESSIONAL ENGINEERS BY METROPOLITAN AREA, 1993

METROPOLITAN AREA	Number Reported	Median Salary	Mean Salary
Atlanta (GA) & Vicinity	198	$61,250	$70,011
Baltimore (MD) & Vicinity	82	61,667	69,457
Birmingham (AL) & Vicinity	72	58,860	76,106
Boston/Lawrence/Salem (MA/NH) & Vicinity	136	65,000	73,340
Buffalo/Niagara Falls (NY) & Vicinity	60	63,500	64,857
Charlotte/Gastonia/Rock Hill (NC/SC) & Vicinity	162	56,495	64,386
Chicago/Gary/Lake County (IL/IN/WI) & Vicinity	411	65,500	75,591
Cincinnati/Hamilton (OH/KY/IN) & Vicinity	99	57,100	65,564
Cleveland/Akron/Lorain (OH) & Vicinity	135	53,475	66,987
Columbus (OH) & Vicinity	101	63,000	75,100
Dallas/Ft. Worth (TX) & Vicinity	308	60,705	74,554
Dayton/Springfield (OH) & Vicinity	48	53,500	60,948
Denver/Boulder/Colorado Springs (CO) & Vicinity	147	58,082	67,212
Detroit/Ann Arbor (MI) & Vicinity	251	60,660	71,649
Hartford/New Britain/Middletown (CT) & Vicinity	64	65,697	79,959
Houston/Galveston/Brazoria (TX) & Vicinity	329	67,200	78,245
Indianapolis (IN) & Vicinity	91	57,846	68,742
Kansas City (MO/KS) & Vicinity	209	58,900	68,313
Los Angeles/Anaheim/Long Beach/Riverside (CA) & Vicinity	247	70,800	77,839
Louisville (KY/IN) & Vicinity	100	55,000	61,498
Memphis (TN/AR/MS) & Vicinity	66	56,500	65,784
Miami/Fort Lauderdale (FL) & Vicinity	118	65,260	76,439
Middlesex/Somerset/Hunterdon Counties (NJ) & Vicinity	76	80,000	88,117
Milwaukee/Racine (WI) & Vicinity	145	58,677	76,735
Minneapolis/St. Paul (MN/WI) & Vicinity	189	56,600	62,853
Monmouth/Ocean Counties (NJ) & Vicinity	33	68,882	72,146
Nashville (TN) & Vicinity	78	58,000	66,460
Nassau/Suffolk Counties (NY) & Vicinity	86	74,875	81,659
New Orleans (LA) & Vicnity	134	67,777	76,171
New York City (NY) – 5 Boroughs	275	70,110	87,155
Newark/Jersey City (NJ) & Vicinity	168	75,000	84,948
Norfolk/Virginia Beach/Newport News (VA) & Vicinity	103	55,900	63,926
Oklahoma City (OK) & Vicinity	106	58,948	67,903
Orlando (FL) & Vicinity	132	58,800	73,183
Philadelphia/Wilmington (PA/NJ/DE/MD) & Vicinity	313	63,100	75,312
Phoenix (AZ) & Vicinity	57	63,300	71,698
Pittsburgh (PA) & Vicinity	161	58,176	65,735
Portland/Vancouver (OR/WA) & Vicinity	63	64,080	71,587
Providence/Pawtucket/Fall River (RI/MA) & Vicinity	34	55,400	73,678
Rochester (NY) & Vicinity	59	58,057	62,938
Sacramento (CA) & Vicinity	40	66,198	69,367
Salt Lake City/Ogden (UT) & Vicinity	37	62,940	66,296
San Antonio (TX) & Vicinity	78	60,000	76,710
San Diego (CA) & Vicinity	35	65,200	76,931
San Francisco/Oakland (CA) & Vicinity	117	74,950	88,113
San Jose (CA) & Vicinity	61	70,620	78,739
Seattle/Tacoma (WA) & Vicinity	86	61,900	68,636
St. Louis (MO/IL) & Vicinity	199	62,000	69,419
Tampa/St. Petersburg/Clearwater (FL) & Vicinity	160	60,000	68,002
Washington (DC/MD/VA) & Vicinity	303	66,000	73,260

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1993, May 1993

TABLE 155

NUMBER REPORTED, MEAN AND MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY INDUSTRY OR SERVICE OF EMPLOYER, 1993

INDUSTRY OR SERVICE OF EMPLOYER	Total Employees Employed	Median	Mean
ALL MANUFACTURING/EXTRACTIVE EMPLOYERS	**2,174**	**$61,122**	**$69,779**
Aerospace & Aircraft Products	172	59,027	66,985
Chemical, Pharmaceutical & Allied Products	327	65,600	71,714
Coal Products	62	66,100	75,566
Electrical & Electronic Equipment	264	56,396	64,666
Fabricated Metal Products	218	56,250	68,654
Food, Beverage & Tobacco Products	109	69,320	77,277
Machinery (except electrical)	129	55,892	66,815
Petroleum & Natural Gas Products	247	71,800	81,104
Primary Metal Industries	73	66,352	69,523
Rubber & Plastic Products	71	56,600	70,986
Stone, Clay & Glass and Concrete Products	79	58,360	63,655
Transportation Equipment	130	55,059	62,697
ALL NON-MANUFACTURING/EXTRACTIVE EMPLOYERS	**8,044**	**60,680**	**70,376**
Colleges and Universities	400	70,000	74,570
Communication Services (Radio, TV, Telephone & Telegraph)	116	61,394	78,329
Construction & Real Estate Development	556	65,132	78,329
Government-Federal (Including Military)	503	55,450	59,446
Government - State	422	50,265	51,658
Government - Local (Cities/Counties/Etc.)	827	53,000	56,563
Private Practice - Chemical	31	69,000	125,265
Private Practice - Civil/Structural	1,582	60,000	71,935
Private Practice - Electrical	151	66,000	71,085
Private Practice - Electronics	13	77,750	80,427
Private Practice - Mechanical	162	65,000	81,394
Private Practice - Other or Combination of Above	1,603	65,758	78,311
Research Organizations & Laboratories	109	67,882	76,005
Transportation Services	77	62,300	68,826
Utilities - Electric	717	62,000	67,055
Utilities - Gas	97	60,000	73,191
Utilities - Pipelines	62	61,022	64,739
Utilities - Other or Mixed	186	63,982	68,621

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey, 1993*, May 1993

TABLE 156

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY BRANCH OF ENGINEERING AND LENGTH OF EXPERIENCE, 1993

BRANCH OF ENGINEERING	Under 1 Year	1 Year	2 Years	3 Years	4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30 or More Years
Aeronautical and Aerospace	$	$	$	$	$	$45,000	$52,000	$64,428	$79,564	$	$87,000
Agricultural						41,085	54,600	58,000	53,000	77,953	65,700
Chemical	40,000		42,460	45,690	44,910	52,000	60,870	68,500	81,000	88,150	85,545
Civil (General)	30,147	32,500	34,764	35,750	35,000	43,000	52,033	60,000	63,500	70,000	72,000
Civil (Primarily Structural)	28,255		35,600	32,200	35,568	42,950	52,500	62,200	69,174	71,000	76,000
Electrical	35,160	35,000	35,500	38,420	41,700	47,940	58,282	65,000	71,020	76,949	75,677
Electronics					42,169	47,890	51,900	63,000	68,100	78,200	76,689
Environmental	29,351	37,820	34,320	40,000	41,250	47,470	60,000	65,000	77,710	81,000	83,800
Geotechnical						46,750	56,000	67,300	80,600	74,700	93,500
Industrial						47,138	53,228	63,978	58,221	66,199	78,413
Manufacturing			36,820	41,000		42,500	60,075	69,200	75,000	84,437	71,250
Mechanical	35,200	37,200	37,525	39,163	41,160	47,873	55,143	63,100	69,560	72,000	75,000
Mining						52,800	60,360	68,320	80,100		80,000
Nuclear						51,750	69,388	77,718	76,459		92,000
Petroleum						60,350	69,600	75,718	78,057	93,150	105,500
Sanitary						46,976	63,152	56,100	65,000	70,300	76,284

NOTE: Blanks indicate no data available.

TABLE 157

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY JOB FUNCTION AND LENGTH OF EXPERIENCE, 1993

JOB FUNCTION	Under 1 Year	1 Year	2 Years	3 Years	4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30 or More Years
Construction/Supervision	$30,050	$34,746	$37,500	$34,075	$38,738	$46,000	$52,560	$61,550	$64,500	$63,000	$70,000
Design	32,831	34,040	35,500	36,480	38,400	43,926	51,800	57,500	63,000	64,500	65,000
Executive/Administrative			36,820		34,944	50,000	62,426	72,000	75,000	82,770	87,500
Production, Quality Control, Maintenance	37,260	36,900	37,300	41,000	38,840	47,200	60,000	63,150	64,200	69,320	64,504
Project Study & Analysis	33,450	37,650	34,835	39,700	39,500	45,736	58,000	62,650	66,264	66,870	73,564
Research and Development			41,446	41,000	42,000	48,945	55,587	61,007	6[illegible],556	68,600	74,600
Sales/Marketing			36,490			47,216	59,722	72,700	73,250	64,900	75,050
Teaching/Training						45,260	55,000	55,200	61,000	67,900	70,055

NOTE: Blanks indicate no data available.

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineeer Income and Salary Survey*, 1989, 1992, and 1993

TABLE 158

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY BRANCH OF ENGINEERING, 1989–1993

BRANCH OF ENGINEERING	MEDIAN INCOME			% INCREASE	
	1989	1992	1993	1989–1992	1992–1993
Aeronautical and Aerospace	$51,700	$56,746	$60,700	9.8	7.0
Agricultural	49,400	51,900	55,000	5.1	6.0
Chemical	53,700	64,000	67,215	19.2	5.0
Civil (General)	51,250	55,843	58,500	9.0	4.8
Civil (Primarily Structural)	54,000	58,000	60,450	7.4	4.2
Electrical*	53,904	59,100	62,000	9.6	4.9
Electronics		59,760	63,663		6.5
Environmental**	54,000	59,000	61,000	9.3	3.4
Geotechnical		55,655	58,000		4.2
Industrial	48,553	56,000	57,000	15.3	1.8
Manufacturing	52,021	51,185	56,940	–1.6	11.2
Mechanical	52,722	58,650	60,500	11.2	3.2
Mining	51,700	62,400	66,885	20.7	7.2
Nuclear	58,664	65,000	71,468	10.8	10.0
Petroleum	65,600	69,500	72,500	5.9	4.3
Sanitary		62,109	62,696		0.9

* Included Electronics in 1989. ** Included Sanitary in 1989.

TABLE 159

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY JOB FUNCTION, 1989–1993

JOB FUNCTION	MEDIAN INCOME			% INCREASE	
	1989	1992	1993	1989–1993	1992–1993
Construction Supervision	$47,000	$52,000	$53,776	10.6	3.4
Design	46,000	50,000	52,243	8.7	4.5
Executive/Administrative	65,000	73,000	75,200	12.3	3.0
Production, Quality Control, Maintenance, Etc.	46,784	52,654	56,570	12.5	7.4
Project Study & Analysis	48,215	53,500	57,014	11.0	6.6
Research and Development	54,755	59,000	60,000	7.8	1.7
Sales/Marketing	52,453	60,240	62,240	14.8	3.3
Teaching/Training	52,317	60,000	65,000	14.7	8.3

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineer Income and Salary Survey*, 1989, 1992 and 1993

TABLE 160

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY SUPERVISORY/MANAGERIAL RESPONSIBILITY, 1989 – 1993

NUMBER SUPERVISED	MEDIAN INCOME			% INCREASE	
	1989	1992	1993	1989–92	1992–93
Non–Managerial Positions	$43,625	$48,041	$50,516	10.1	5.1
1–2 Professionals	45,364	52,245	52,200	15.2	–0.1
3–4 Professionals	48,000	54,000	56,000	12.5	3.7
5–9 Professionals	52,000	57,252	61,000	10.1	6.5
10–49 Professionals	61,394	68,250	71,408	11.2	4.6
> 49 Professionals	81,500	88,500	95,598	8.6	8.0
3–9 Non–professionals	41,200	45,500	47,000	10.4	3.3
10–49 Non–professionals	45,965	55,474	53,047	20.7	–4.4
< 49 Non–Professionals	63,300	64,417	73,310	1.8	13.8
3–4 Professionals & Non–professionals	50,000	54,437	55,980	8.9	2.8
5–9 Professionals & Non–professionals	52,000	58,500	60,000	12.5	2.6
10–49 Professionals & Non–professionals	62,000	68,500	71,253	10.5	4.0
50–99 Professionals & Non–professionals	70,000	75,948	78,982	8.5	4.0
100–249 Professionals & Non–professionals	75,000	85,525	92,191	14.0	7.8
> 249 Professionals & Non–professionals	90,000	100,750	102,010	11.9	1.3

TABLE 161

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY HIGHEST DEGREE EARNED, LENGTH OF EXPERIENCE, AND SEX, 1993

HIGHEST DEGREE EARNED AND YEARS OF EXPERIENCE	MEN		WOMEN		Women's Salary as % of Men's
	Number	Median	Number	Median	
B.S. DEGREE (ENGINEERING)					
Under One Year	63	$31,699	14	$36,057	113.7
One Year	65	34,000	9	38,057	111.9
Two Years	143	34,800	22	35,203	101.2
Three Years	134	37,050	17	39,228	105.9
Four Years	135	38,476	15	39,000	101.4
Five Through Nine Years	848	45,000	120	43,143	95.9
10 Through 14 Years	869	53,900	66	52,000	96.5
15 Through 19 Years	694	60,127	19	55,000	91.5
20 Through 29 Years	675	65,000	9	59,500	91.5
30 Years or More	865	70,781	6	58,540	82.7
M.S. DEGREE (ENGINERING)					
Four Years	22	41,850	7	39,800	95.1
Five Through Nine Years	220	47,600	27	47,300	99.4
10 Through 14 Years	242	58,600	22	52,355	89.3
15 Through 19 Years	291	64,393	10	62,614	97.2

SOURCE: National Society of Professional Engineers, Prepared by Abbott, Langer & Associates, *Professional Engineer Income and Salary Survey*, 1992, May 1992

TABLE 162

MEDIAN INCOME OF PROFESSIONAL ENGINEERS BY HIGHEST DEGREE EARNED, LENGTH OF EXPERIENCE AND ETHNICITY, 1992

HIGHEST DEGREE EARNED AND YEARS OF EXPERIENCE	WHITE (NOT HISPANIC)	ASIAN/ PACIFIC ISLANDER	HISPANIC	BLACK
B.S. DEGREE (ENGINEERING)				
Two Years	$34,398	$38,192	$	$
Four Years	37,150			39,000
Five Through Nine Years	43,686	46,000	45,446	47,700
10 Through 14 Years	52,100	49,525	49,688	45,650
15 Through 19 Years	59,266	67,142	54,203	
20 Through 24 Years	62,387	56,368	63,500	
25 Through 29 Years	64,500	58,170		
30 Years or More	68,000	60,750	63,206	
M.S. DEGREE (ENGINEERING)				
Five Through Nine Years	45,000	49,992	40,500	
10 Through 14 Years	56,297	66,600	51,660	
15 Through 19 Years	60,582	65,000		
20 Through 24 Years	69,250	66,080		
25 Through 29 Years	70,400	81,710		
DOCTORATE (ENGINEERING)				
30 Years or More	85,843	88,000		

Note: Blanks indicate no available data.

TABLE 163

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY AGE, 1992

AGE	MEDIAN	MEAN
Under 25	$37,865	$37,965
26–30	45,000	46,431
31–35	55,000	57,850
36–40	62,300	64,921
41–45	70,000	76,112
46–50	76,500	86,057
51–55	78,200	86,880
56–60	79,000	87,565
61–65	82,100	102,952
66–70	65,200	70,625

* Includes only members of the American Institute of Chemical Engineers

SOURCE: American Institute of Chemical Engineers, *AICHE 1992 Salary Survey Report*, May 1992

TABLE 164

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY YEAR OF B.S. AND SEX, 1992

YEAR OF B.S.	MEDIAN			MEAN		
	Men	Women	Women as % Men	Men	Women	Women as % Men
1991	$38,100	$40,100	105.2	$36,364	$37,561	103.3
1990	38,700	38,300	99.0	38,207	37,971	99.4
1989	40,900	41,100	100.5	39,859	41,300	103.6
1988	41,000	42,550	103.8	41,127	46,686	113.5
1987	41,100	42,900	104.4	40,286	42,854	106.4
1986	45,700	43,650	95.5	46,052	45,139	98.0
1985	47,650	44,600	93.6	47,140	45,432	96.4
1984	49,950	48,000	96.1	50,380	47,859	95.0
1983	49,150	47,450	96.5	53,052	47,769	90.0
1982	51,950	53,200	102.4	56,400	56,183	99.6
1981	57,450	53,800	93.6	59,981	52,052	86.8
1980	55,450	55,850	100.7	56,153	58,815	104.7
1979	58,300	61,700	105.8	59,022	60,600	102.7
1978	58,750	52,000	88.5	61,474	55,989	91.1
1977	62,600	67,500	107.8	64,467	62,800	97.4
OVERALL	61,500	47,300	76.9	68,920	50,519	73.3

*Includes only members of the AIChE. Includes all members who responded to the survey.

TABLE 165

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY HIGHEST DEGREE EARNED, 1992

HIGHEST DEGREE EARNED	NUMBER OF RESPONDENTS	MEDIAN	MEAN
Bachelor's	1,562	$54,000	$59,844
Master's	643	62,000	66,967
Doctorate	337	67,200	74,432
MBA	591	67,200	80,007

*Includes only members of the American Institute of Chemical Engineers.

SOURCE: American Institute of Chemical Engineers, *AICHE 1992 Salary Survey Report*, May 1992

TABLE 166

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY COMPANY SIZE, 1992

COMPANY SIZE	MEDIAN	MEAN
1–199 Employees	$55,500	$64,612
200–499 Employees	57,000	65,662
500–999 Employees	57,600	65,365
1,000–4,999 Employees	60,600	67,416
5,000 or More Employees	62,000	68,161

*Includes only members of the AIChE. Includes all members who responded to the survey.

TABLE 167

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY WORK FUNCTION, 1992

WORK FUNCTION	MEDIAN	MEAN
Business; Finance; Law; Licensing	$71,900	$71,741
Computer Applications & Technology	54,500	59,798
Construction	63,000	58,900
Consulting	60,500	69,839
Design	49,100	52,996
Education – 12 Months	69,300	84,567
Education – 9 Months	58,750	72,750
Environmental Engineering; Safety; Health	52,300	63,034
Maintenance	55,950	73,760
Management, General	87,606	102,650
Management, Technical	72,200	78,374
Planning; Economics	75,100	77,980
Process Engineering	54,800	58,291
Product Engineering	46,100	49,976
Production	57,050	61,663
Project Management	61,300	66,991
Purchasing	72,000	74,957
Quality Control or Process	53,800	56,540
Regulatory Affairs	54,000	56,635
Research and Development	59,000	64,828
Sales; Marketing	60,200	63,862
Technical Service	56,400	58,115
Testing; Analysis	47,400	54,566
Other Function or Specialty	62,000	65,182

*Includes only members of the American Institute of Chemical Engineers

SOURCE: American Institute of Chemical Engineers, *AICHE 1992 Salary Survey Report*, May 1992

TABLE 168

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY INDUSTRY, 1992

INDUSTRY	MEDIAN	MEAN
Aerospace; Aeronautics; Astronautics	$50,850	$51,955
Agricultural Chemicals; Fertilizers; Herbicides; Insecticides	63,500	68,896
Alternative Energy Sources; Synthetic Fuels	54,000	59,273
Automotive	50,000	51,900
Biotechnology	67,900	71,252
Business; Finance; Insurance; Law; Publications	62,250	68,960
Catalysts	69,000	75,093
Chemicals – Inorganic	62,500	81,131
Chemicals – Organic	62,900	69,597
Chemical Specialties	60,400	66,868
Education	62,000	78,792
Electronic Materials	55,500	61,038
Electronics; Computers	52,200	72,982
Engineering: Design, Construction, Consulting, or Other	65,000	71,604
Environmental Engineering or Equipment	52,500	59,102
Explosives and Armaments	51,300	50,435
Foods; Beverages	61,700	67,298
Forest Products; Cellulose	56,600	62,947
Glass; Ceramics; Refractories	47,600	99,320
Government–Federal	52,300	53,806
Government–Other	40,553	42,765
Industrial Gases	57,300	61,573
Instruments; Process Control Equipment	61,250	63,979
Metals; Metallurgical Products; Minerals Processing	57,100	60,895
Natural Gas	61,450	70,977
Nuclear Energy and Allied	59,800	73,524
Paint; Varnish; Lacquer; Pigments; Inks	55,300	56,848
Petrochemicals & Petroleum Products	62,900	74,208
Petroleum Production	72,600	79,219
Petroleum Refining	67,550	71,937
Pharmaceuticals; Health Care	65,950	63,787
Photographic Products	56,550	68,683
Plastics; Synthetic Resins; Composites	56,300	60,262
Process Equipment	51,500	53,268
Public Utilities	53,400	63,253
Research and Development	61,700	72,508
Rubber; Rubber Products	59,500	61,409
Safety and Health	55,000	59,5C7
Soaps; Detergents; Perfumes; Fats; Oils; Cosmetics	50,750	56,200
Synthetic Fibers, Textiles, or Films	54,650	56,786
Waste Treatment and Disposal	48,250	56,972
Other Consumer Products	57,450	56,972
Other	54,150	61,608

*Includes only members of the American Institute of Chemical Engineers.

SOURCE: American Institute of Chemical Engineers, *AICHE 1992 Salary Survey Report*, May 1992

TABLE 169

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY STATE/TERRITORY, 1992

STATE/TERRITORY	NUMBER OF RESPONDENTS	MEDIAN	MEAN
Alabama	47	$59,500	$68,564
Alaska	5	63,000	61,360
Arizona	5	47,900	55,580
Arkansas	22	57,850	62,560
California	236	65,400	69,547
Colorado	52	60,000	64,994
Connecticut	52	63,850	69,402
Delaware	71	65,000	80,227
Florida	67	55,000	61,594
Georgia	62	58,250	63,963
Hawaii	3	41,500	50,633
Idaho	13	69,400	62,254
Illinois	195	63,000	68,556
Indiana	43	49,700	57,086
Iowa	16	64,700	95,281
Kansas	24	53,600	56,171
Kentucky	39	50,600	52,467
Louisiana	97	59,500	64,561
Maine	4	50,950	51,075
Maryland	73	58,300	61,418
Massachusetts	104	57,800	71,994
Michigan	110	56,000	61,285
Minnesota	44	54,400	58,255
Mississippi	14	59,800	70,257
Missouri	73	62,000	65,652
Montana	2	60,250	60,250
Nebraska	8	52,250	51,462
Nevada	3	32,500	42,167
New Hampshire	10	44,200	49,230
New Jersey	278	67,250	73,030
New Mexico	13	61,000	60,431
New York	147	58,000	77,512
North Carolina	66	57,300	60,106
North Dakota	4	39,900	39,450
Ohio	181	55,400	60,762
Oklahoma	46	70,600	73,633
Oregon	11	44,000	49,900
Pennsylvania	243	57,600	67,470
Puerto Rico	5	55,200	55,460
Rhode Island	7	46,500	50,686
South Carolina	68	50,100	60,715
South Dakota	3	50,000	51,833
Tennessee	72	56,150	61,796
Texas	443	65,900	71,683
Utah	14	51,000	52,093
Virginia	68	56,450	62,209
Washington	52	58,800	59,630
Washington, DC	14	66,000	70,564
West Virginia	41	57,200	59,130
Wisconsin	25	47,100	51,296
Wyoming	3	64,800	63,700
ALL STATES/TERRITORIES	3300	59,700	66,890

*Includes only members of the American Institute of Chemical Engineers

SOURCE: American Institute of Chemical Engineers, *AICHE 1992 Salary Survey Report*, May 1992

TABLE 170

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* BY YEARS OF EXPERIENCE, 1992

YEARS OF EXPERIENCE	NUMBER OF RESPONDENTS	MEDIAN	MEAN
0 – 5 Years	682	$42,700	$46,540
6 – 10 Years	630	51,250	53,250
11 – 15 Years	540	60,000	63,075
16 – 20 Years	391	69,700	74,670
21 – 25 Years	380	74,050	83,807
26 – 30 Years	297	80,300	87,375
31 – 35 Years	220	80,000	91,391
36 – 40 Years	97	79,900	87,876
41 or More Years	51	75,100	99,849

*Includes only members of the American Institute of Chemical Engineers.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment*, July 1993

TABLE 171

MEDIAN AND MEAN SALARIES OF CHEMICAL ENGINEERS* EMPLOYED FULL–TIME IN INDUSTRY BY YEARS SINCE B.S. AND DEGREE LEVEL, 1993

YEARS SINCE B.S.	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
2–4	$40,500	$39,340	$	$	$	$
5–9	45,000	47,183	43,500	45,078	57,470	56,718
10–14	52,000	51,700	51,000	52,426	61,000	62,105
15–19	61,000	59,732	62,350	62,978	66,000	72,647
20–24	64,810	62,702	67,500	70,392	82,550	84,000
25–29			73,550	82,536	84,000	88,780
30–34	71,000	73,297	77,690	96,346	94,000	94,350
35–39	77,000	92,558			95,500	96,736
40 or More	89,000	115,000	82,500	81,535		
All Years	**56,250**	**64,281**	**63,000**	**69,291**	**71,000**	**77,048**

NOTES: Blanks indicate fewer that 15 respondents. * Includes only members of the American Chemical Society.

SOURCE: Abbott, Langer & Associates, Sponsored by American Institute of Industrial Engineers, *Compensation of Industrial Engineers*, 12th Edition, April 1993

TABLE 172

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY DEGREE LEVEL, JANUARY 1, 1993

DEGREE LEVEL	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
Ph.D.	40	$70,940	$75,332
ME/MS/MA Degree	255	53,228	59,250
MBA	173	57,300	64,531
B.S. (Engineering)	498	44,250	49,708
B.A./B.S. (Non-Engineering)	102	49,787	51,423
Less Than Bachelor's Degree	46	43,445	47,419

TABLE 173

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY YEARS OF EXPERIENCE, JANUARY 1, 1993

YEARS OF EXPERIENCE	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
Under One Year	22	$32,317	$31,298
One Year	16	36,412	36,054
Two Years	52	36,250	36,251
Three Years	55	36,600	38,615
Four Years	69	39,500	42,285
Five Through 9 Years	289	45,760	47,269
10 Through 14 Years	188	54,078	55,483
15 Through 19 Years	142	58,811	64,425
20 Through 24 Years	127	60,150	69,071
25 Through 29 Years	68	64,950	69,983
30 Years and Over	95	69,000	74,060

TABLE 174

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY PRIMARY JOB FUNCTION, JANUARY 1, 1993

PRIMARY JOB FUNCTION	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
Corporate Official, General Management	84	$77,250	$84,797
Functional Management, Department Head	221	60,000	64,384
Supervisor of Technical or Professional Personnel	90	55,000	56,507
Engineer, Analyst or Other Professional	578	43,957	45,054
Consultant	95	57,600	64,235
Educator	32	64,636	69,544

SOURCE: Abbott, Langer & Associates, Sponsored by American Institute of Industrial Engineers, *Compensation of Industrial Engineers*, 12th Edition, April 1993

TABLE 175

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY TYPE OF EMPLOYER, JANUARY 1, 1993

TYPE OF EMPLOYER	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
MFG./EXTRACTIVE ORGANIZATIONS	707	$49,250	$53,185
Aerospace & Aircraft Products	64	51,100	54,263
Apparel & Other Textile Products	20	53,850	66,252
Chemical, Pharmaceutical & Allied Products	56	59,803	62,588
Electrical & Electronics Equipment	102	48,650	52,080
Fabricated Metal Products	77	41,340	46,520
Food, Beverage & Tobacco Products	44	52,100	56,332
Furniture & Wood Products	12	41,597	44,467
Instruments, Controls & Related Products	16	49,779	51,390
Machinery (Except Electrical)	15	52,408	63,882
Paper & Allied Products	16	51,900	54,124
Primary Metals Industries	33	52,600	55,514
Printing & Publishing	20	52,000	58,677
Rubber & Plastics Products	40	51,917	50,366
Stone, Clay & Glass Products	13	51,600	55,032
Textile Mill Products	19	51,888	52,843
Transportation Equipment	75	46,500	50,812
NON–MFG./EXTRACTIVE ORGANIZATIONS	415	52,782	58,681
Banks & Finance Organizations	11	53,000	71,473
Colleges and Universities	39	64,272	70,481
Communications Services (T.V., Radio, Telephone & Telegraph)	10	54,700	62,655
Consultants (Engineering)	41	62,000	62,441
Consultants (Non–Engineering)	33	55,200	69,528
Government – Federal (Including Military & Postal Service)	67	52,385	56,297
Government – State and Local	10	47,850	45,486
Health Care Organizations (Hospital & Nursing Homes)	57	42,827	50,042
Insurance Companies	10	45,830	53,968
Merchandising (Wholesale & Retail)	31	48,000	56,586
Transportation Services	28	52,341	57,675
Utilities	36	54,578	57,722

SOURCE: Abbott, Langer & Associates, Sponsored by American Institute of Industrial Engineers, *Compensation of Industrial Engineers*, 12th Edition, April 1993

TABLE 176

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY METROPOLITAN/GEOGRAPHIC AREA, JANUARY 1, 1993

METROPOLITAN/GEOGRAPHIC AREA	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
NORTHEASTERN STATES	**218**	**$53,100**	**$59,384**
Boston & Vicinity	28	54,500	58,278
New York City & Vicinity (NY/NJ/CT)	61	61,060	69,924
Philadelphia & Vicinity (PA/NJ)	32	52,600	53,388
Pittsburgh & Vicinity (PA/OH)	19	44,757	48,517
Northeastern States (excluding specific areas above)	78	51,506	56,645
SOUTHEASTERN STATES	**333**	**50,400**	**54,987**
Atlanta & Vicinity	35	50,400	54,679
Washington/Baltimore & Vicinity (DC/MD/VA)	42	53,114	60,014
State of Florida	40	57,278	59,860
Southeastern States (excluding specific areas above)	216	48,800	53,159
GREAT LAKES STATES	**240**	**48,356**	**51,882**
Chicago & Vicinity (IL/IN)	52	50,200	53,858
Detroit & Vicinity	31	57,000	60,140
State of Ohio	66	47,545	51,977
Great Lakes States (excluding specific areas above)	91	45,000	47,872
NORTH CENTRAL STATES	**85**	**43,700**	**50,749**
Minneapolis/St. Paul & Vicinity (MN/WI)	19	47,000	57,014
St. Louis & Vicinity (MO/IL)	15	44,800	46,026
North Central States (excluding specific areas above)	51	40,100	49,805
SOUTH CENTRAL STATES	**98**	**49,054**	**54,574**
Dallas/Ft. Worth & Vicinity	32	48,274	51,901
Houston & Vicinity	18	55,250	65,192
South Central States (excluding specific areas above)	48	49,054	52,373
MOUNTAIN STATES	**40**	**49,000**	**50,989**
Denver/Boulder/Colorado Springs/Pueblo & Vicinity	8	55,800	54,283
Phoenix & Vicinity	12	53,500	57,804
Mountain States (excluding specific areas above)	20	42,349	45,582
PACIFIC STATES	**89**	**56,880**	**61,969**
Los Angeles/San Diego & Vicinity	42	54,375	59,203
San Francisco/Oakland & Vicinity	23	62,000	67,643
Seattle/Everett & Vicinity	7	40,100	43,620
Pacific States (excluding specific areas above)	17	64,900	68,680

SOURCE: Abbott, Langer & Associates, Sponsored by American Institute of Industrial Engineers, *Compensation of Industrial Engineers*, 12th Edition, April 1993

TABLE 177

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY PRIMARY ACTIVITY OR SPECIALTY, JANUARY 1, 1993

PRIMARY ACTIVITY OR SPECIALTY	TOTAL EMPLOYEES	MEDIAN INCOME	MEAN INCOME
Cost Control/Reduction Programs	88	$49,375	$51,884
Engineering Economics	19	54,700	56,902
Facility Planning, Design, Layout, Environment Protection	65	47,400	50,256
Management Information Systems	47	49,500	58,849
Computer Operations, Systems, Software	31	48,200	58,021
Organizations, Administration – IE Dept., Plant	119	58,240	64,264
Materials Handling	25	53,500	55,184
Warehousing, Shipping, Receiving	22	45,350	50,486
Methods Eng., Proc. Design, Value Analysis, Human Prod.	167	43,500	46,800
Manufacturing Engineering, Automation	71	48,923	51,245
Maintenance, Plant Engienering	23	54,295	60,045
Operations Supervision, Assembly, Clerical, Office	25	51,000	58,111
Mathematical Models, Networks, Simulation	40	57,475	61,694
Production and Inventory Control, Scheduling, Forecasting	25	58,000	55,369
Materials Management	17	49,000	55,038
Quality Control, Reliability	45	52,161	56,705
Work Measurement, Standards, Performance Measures	91	42,100	44,049
Incentive Plans, Group, Individual, Supervisor	9	52,334	51,902

SOURCE: Abbott, Langer & Associates, Prepared for the American Council of Independent Laboratories, *Employee Wage and Salary Survey 1991*, January 1992

TABLE 178

NUMBER, MEDIAN AND MEAN INCOME OF INDUSTRIAL ENGINEERS BY SIZE OF ORGANIZATION, JANUARY 1, 1993

SIZE OF ORGANIZATION	NUMBER	SALARY	
		Median	Mean
Under 100 Employees	78	$55,653	$49,812
100 – 499 Employees	160	49,023	43,016
500 – 999 Employees	121	50,879	47,113
1,000 – 2,499 Employees	158	53,306	50,350
2,500 – 4,999 Employees	110	54,956	49,200
5,000 – 9,999 Employees	87	55,379	50,778
10,000 – 19,999 Employees	87	59,240	50,575
20,000 – 49,999 Employees	103	62,472	53,400
50,000 Employees or Over	159	57,387	54,550

SOURCE: Abbott, Langer & Associates, *Compensation in Manufacturing*, 13th Edition, 1993

TABLE 179

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERS EMPLOYED IN MANUFACTURING BY TYPE OF PRODUCT MANUFACTURED, JANUARY 1993

TYPE OF PRODUCT MANUFACTURED	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Apparel/Textile Products/Textile Mill Products	13	$37,281	$34,980	13	$38,623	$35,363
Chemical/Pharmaceutical/Plastic/Rubber Prdcts.	31	46,633	44,052	31	46,717	44,052
Electrical/Electronics/Aerospace/Aircraft Prdcts.	335	47,740	48,360	335	48,784	50,260
Fabricated Metal Products	157	40,541	40,545	145	41,212	40,545
Food & Beverage Products	16	44,838	45,000	16	48,553	54,721
Furniture & Wood Products	8	31,375	30,000	8	31,375	30,000
Paper Products/Printing/Publishing	69	40,295	39,441	69	40,524	39,441
Primary Metal Products (All)	16	39,565	39,579	16	43,814	41,052
Primary Metal Products (Ferrous)	9	35,494	33,180	9	35,494	33,180
Primary Metal Products (Non-Ferrous)	7	44,799	46,656	7	54,511	54,858

TABLE 180

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERS EMPLOYED IN MANUFACTURING BY SIZE OF ORGANIZATION, JANUARY, 1993

SIZE OF ORGANIZATION	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Under 500 Employees	258	$40,783	$39,000	258	$42,444	$40,313
500 – 2,499 Employees	475	45,531	44,258	463	46,290	44,258
2,500 Employees or More	281	49,940	51,930	281	58,211	61,935

TABLE 181

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERS EMPLOYED IN MANUFACTURING BY GEOGRPAHIC REGION JANUARY 1, 1993

GEOGRAPHIC REGION	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Northeastern States	150	$44,645	$44,927	150	$46,719	$45,037
Southern States	146	42,824	40,545	146	43,635	40,740
Midwestern States	291	46,135	46,700	279	46,790	46,840
North Central States	255	46,858	49,548	255	56,141	61,935
Southwestern States	60	44,131	44,352	60	45,020	45,582
Mountain States	30	45,793	50,040	30	46,129	50,040
Pacific States	81	46,649	43,841	81	47,492	43,841

SOURCE: Abbott, Langer & Associates, *Compensation in Manufacturing*, 13th Edition, 1993

TABLE 182

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERS EMPLOYED IN MANUFACTURING BY STATE, 1993

STATE	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Alabama	13	$46,571	$50,348	13	$46,571	$50,348
Arizona	16	51,720	50,574	16	51,720	50,574
Arkansas	6	41,699	42,315	6	411,699	42,315
California	64	46,500	43,793	64	46,504	43,793
Colorado	7	41,878	38,000	7	43,221	38,000
Connecticut	17	46,412	44,258	17	46,412	44,258
Delaware	4	45,000	45,000	4	55,000	55,000
Florida	18	43,053	41,250	18	43,211	41,250
Georgia	16	46,208	47,600	16	46,344	47,600
Illinois	73	50,641	56,241	73	50,860	56,241
Indiana	3	44,367	33,750	3	46,167	33,750
Iowa	33	41,228	41,000	33	42,214	43,003
Lousiana	3	44,496	45,000	3	47,218	46,122
Maine	3	30,818	30,818	3	35,363	35,363
Massachusetts	35	42,351	41,111	35	42,351	41,111
Michigan	72	49,539	49,320	72	51,214	51,000
Minnesota	3	29,900	27,924	3	30,733	27,924
Mississippi	43	40,208	40,545	43	40,208	40,545
Missouri	197	49,287	53,292	197	61,102	66,615
Nebraska	7	38,273	30,435	7	38,943	31,154
Nevada	4	41,550	42,735	4	41,550	42,735
New Hampshire	4	40,075	40,625	4	40,075	40,625
New Jersey	18	49,577	48,125	18	53,126	48,569
New York	29	45,730	51,016	29	45,832	51,016
North Carolina	19	42,458	39,000	19	42,980	39,360
Ohio	78	42,453	39,384	78	43,206	39,784
Oklahoma	18	45,447	46,572	18	45,447	46,572
Oregon	5	44,688	50,000	5	44,688	50,000
Pennsylvania	44	44,414	45,187	44	49,654	45,300
South Carolina	11	43,849	39,360	11	47,030	42,813
South Dakota	13	32,874	28,956	13	32,874	28,956
Tennessee	16	42,204	37,643	16	43,985	41,308
Texas	33	43,822	40,820	33	45,192	42,000
Utah	3	28,972	27,600	3	2,920	28,300
Virginia	4	44,928	44,928	4	44,928	44,928
Washington	12	48,263	46,656	12	53,928	54,858
Wisconsin	65	41,803	41,600	53	40,485	40,000

SOURCE: Abbott, Langer & Associates, *Compensation in Manufacturing*, 13th Edition, 1993

TABLE 183

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERS EMPLOYED IN MANUFACTURING BY METROPOLITAN AREA, JANUARY, 1992

METROPOLITAN AREA	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Albany/Schenectady/Troy (NY) & Vicinity	7	$49,217	$51,200	7	$49,217	$51,200
Atlanta (GA) & Vicinity	13	44,677	47,600	13	44,677	47,600
Baltimore (MD) & Vicinity	5	48,676	45,000	5	56,676	55,000
Birmingham (AL) & Vicinity	13	46,571	50,348	13	46,571	50,340
Boston (MA) & Vicinity	33	41,799	41,111	33	41,799	41,111
Buffalo (NY) & Vicinity	3	39,000	39,000	3	39,000	39,000
Chicago (IL) & Vicinity	61	53,401	56,241	61	53,663	56,241
Cincinati (OH) & Vicinity	8	31,125	30,000	8	31,125	30,000
Columbus (OH) & Vicinity	20	49,349	48,150	20	49,821	48,150
Dallas/Ft. Worth (TX) & Vicinity	15	47,987	40,820	15	48,160	43,188
Dayton (OH) & Vicinity	17	41,363	43,825	17	41,363	43,825
Denver/Colorado Springs (CO) & Vicinity	7	41,878	38,000	7	43,221	38,000
Detroit (MI) & Vicinity	70	50,006	49,500	70	51,664	51,550
Greensboro/Winston–Salem/Highpoint (NC) & Vici.	15	43,039	37,000	15	42,507	37,700
Hartford (CT) & Vicinity	16	45,997	44,258	16	45,997	44,258
Houston (TX) & Vicinity	3	42,004	37,572	3	50,054	37,572
Kansas City (MO) & Vicinity	184	50,148	53,292	184	62,751	66,615
Los Angeles/San Diego (CA) & Vicinity	38	45,260	43,793	38	45,260	43,793
Memphis (TN/AR/MS) & Vicinity	7	38,000	38,376	7	38,417	38,376
Milwaukee (WI) & Vicinity	49	40,970	41,600	37	38,542	38,400
Minneapolis/St Paul (MN/WI) & Vicinity	3	29,900	27,924	3	30,733	27,924
Nashville (TN) & Vicinity	14	43,273	37,643	14	45,100	43,681
New York (NY/NJ) & Vicinity	22	42,734	51,016	22	55,637	51,016
Orlando (FL) & Vicinity	7	41,250	41,250	7	41,250	41,250
Philadelpha (PA) & Vicinity	29	46,180	45,560	29	53,489	53,140
Phoenix (AZ) & Vicinity	16	51,720	50,574	16	51,720	50,574
Portland (OR) & Vicinity	7	44,799	46,656	7	54,511	54,858
Salt Lake City/Ogden (UT) & Vicinity	3	28,972	27,600	3	29,205	28,300
San Aantonio (TX) & Vicinity	11	35,072	37,232	11	35,385	37,272
San Francisco/Oakland (CA) & Vicinity	24	48,994	47,667	24	49,005	47,667
St. Louis (MI/IL) & Vicinity	13	37,101	38,850	13	37,751	37,750
Tampa/St. Petersburg (FL) & Vicinity	10	42,900	41,835	10	43,184	41,835
Toledo (OH/MI) & Vicinity	12	34,074	34,250	12	38,558	39,180
Washington (DC/MD/VA) & Vicinity	4	44,928	44,928	4	44,928	44,928

TABLE 184

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF OF ENGINEERS EMPLOYED IN MANUFACTURING BY TYPE OF ENGINEER, JANUARY, 1993

TYPE OF ENGINEER	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Industrial	85	$40,795	$38,222	85	$45,059	$38,222
Manufacturing	144	41,950	41,250	144	42,732	41,250
Mechanical	186	46,477	46,333	186	47,546	47,630
Methods and Systems	27	40,359	38,400	27	40,359	38,400
Plant	135	49,170	46,656	134	56,732	53,805
Process	134	46,769	47,400	126	53,589	53,582
Production	11	43,980	45,000	11	44,166	45,000
Quality Control	67	42,002	41,900	64	42,259	41,404
Research & Development	87	48,245	47,600	87	49,254	49,400
Safety	56	43,098	38,500	56	47,183	46,230
Sales	66	50,170	51,957	66	53,232	53,233
ALL ENGINEERS	1,014	45,545	44,928	1,002	48,643	46,572

TABLE 185

NUMBER, TOTAL ANNUAL BASE SALARY, AND TOTAL ANNUAL COMPENSATION OF ENGINEERING MANAGERIAL PERSONNELS EMPLOYED IN MANUFACTURING BY OCCUPATIONAL TITLE, JANUARY 1, 1993

OCCUPATIONAL TITLE	BASE SALARY			TOTAL COMPENSATION		
	No.	Mean	Median	No.	Mean	Median
Vice President–Manufacturing/Production	75	$94,787	$88,695	74	$101,948	$105,628
Vice President–Mfg/Production Engineering	25	82,742	78,000	25	91,325	83,400
Design Manager	24	59,150	60,964	24	61,049	60,964
Chief Manufacturing/Production Engineer	35	72,465	57,400	35	75,573	59,105
Chief Tool Engineer	19	55,957	63,144	19	57,739	63,144
Engineering Department Manager/Superintendent	104	67,622	65,000	104	74,257	70,412
Production Manager/Superintendent	97	54,649	55,000	93	59,465	55,644
Manufacturing Manager/Superintendent	72	58,150	56,401	72	62,612	59,100
Plant Manager/Superintendent	97	68,649	68,042	96	74,797	73,686
Quality Control Manager	70	51,123	46,500	70	52,952	48,070
Research and Development Manager	37	71,103	70,000	37	74,690	80,700
Product Designer	72	37,831	34,772	72	38,619	36,546
Production Planner	209	32,059	30,324	209	35,284	37,905
Tool Designer	61	38,431	39,168	61	40,470	39,168
Cost Estimator	67	35,878	35,004	67	36,203	35,040
Chief Personnel Executive	25	67,027	53,508	25	79,002	57,264
Chief Personnel/Industrial Relations Executive	41	68,861	66,144	40	78,658	70,766

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194-1

TABLE 186

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY HIGHEST DEGREE LEVEL, 1992

HIGHEST DEGREE LEVEL	NUMBER REPORTED	MEDIAN INCOME
Ph.D.	864	$75,000
MSEE	1,042	65,000
MA/MS/MBA	427	64,000
BSEE	1,592	55,000
BET/BSET	120	47,600
Other BS	333	60,000
BA	60	61,800
Two-Year	79	56,000
Other	58	58,500

TABLE 187

MEDIAN ANNUAL SALARIES OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY AGE GROUP, 1987-1993

AGE GROUP	MEDIAN SALARIES			
	1987	1989	1991	1993
20-24	$31,120	$32,000	$33,000	$35,000
25-29	36,700	38,240	40,050	42,600
30-34	44,776	47,192	50,000	52,711
35-39	51,000	54,000	57,000	60,939
40-44	55,875	58,032	64,000	65,650
45-49	60,000	64,000	68,000	72,000
50-54	60,986	65,000	70,000	76,000
55-59	60,000	63,336	71,000	77,875
60-64	60,000	63,100	70,000	73,200
65-69	56,000	62,840	69,000	80,000
70 and Older	57,546		60,000	71,000

TABLE 188

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY ETHNIC BACKGROUND, 1992

ETHNIC BACKGROUND	NUMBER	MEDIAN INCOME
White (Not Hispanic Origin)	4,022	$62,000
Black (Not Hispanic Origin)	37	52,000
Hispanic	74	58,500
Asian or Pacific Islander	376	60,000
Other	50	59,500

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194–1

TABLE 189

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL–TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY INDUSTRY OF EMPLOYER, 1992

INDUSTRY OF EMPLOYER	NUMBER REPORTED	MEDIAN INCOME
Aerospace	500	$64,000
Automotive	58	52,300
Communications	497	68,200
Computers	492	65,000
Consulting	319	62,000
Defense (Except Aerospace)	537	61,900
Education	328	60,000
Electrical/Electronic Services	75	58,000
Electrical/Electronic Mfg.	492	60,000
Medical	140	59,000
Metals	24	
Petroleum/Chemical	84	59,400
Transportation	55	53,500
Utilities	507	59,700
Other Service or Mfg. Industry	437	59,900

TABLE 190

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL–TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY PRIMARY JOB FUNCTION, 1992

JOB FUNCTION	NUMBER	MEDIAN INCOME
Administration/Personnel Services	18	$
Basic Research	213	65,000
Computer Programming, Systems Software Engineering	521	56,000
Consulting	292	67,500
Design and Development Engineering	1,128	56,000
Education, Teaching, and Training	261	60,000
Engineering Support	223	50,000
Management, General	179	82,200
Management, Technical	820	76,700
Manufacturing and Production	43	51,300
Marketing, Sales	157	71,000
Operations, Construction , and Maintenance	151	52,900
Quality Control, Reliability, Etc.	68	54,000
Systems Engineering	360	60,000
Other	143	58,000

NOTE. Median Income is not reported for less than 20 respondents in a group.

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey,* 1993, UH0194–1

TABLE 191

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL–TIME BY PRIMARY AREA OF TECHNICAL COMPETENCE, 1992

PRIMARY AREA OF TECHNICAL COMPETENCE	NUMBER	MEDIAN INCOME
CIRCUITS AND DEVICES	533	$60,000
Circuits and Systems	269	54,000
Components, Hybrids & Manufacturing Technology	79	70,500
Electronic Devices	89	66,000
Lasers and Electro–optics	57	72,600
Solid–state Circuits	27	70,000
INDUSTRIAL APPLICATIONS	303	58,000
Industry Applications	148	59,500
Instrumentation and Measurement	105	53,100
Power Electronics	33	59,600
COMMUNICATIONS TECHNOLOGY	519	65,000
Commuications	435	65,000
ELECTROMAGNETICS AND RADIATION	231	65,000
Antennas and Propagation	66	65,000
Electromagnetic Compatibility	41	67,200
Microwave Theory and Techniques	67	69,000
Nuclear and Plasma Sciences	26	70,000
COMPUTERS	1,122	60,000
Computer Hardware	141	64,000
Computer Software	279	60,000
Computer Hardware and Software	378	60,000
ENGINEERING AND HUMAN ENVIRONMENT	276	71,500
Education	34	58,000
Engineering Management	197	75,300
Reliability	31	57,000
ENERGY AND POWER ENGINEERING	623	60,000
Power Engineering	579	60,000
Other	44	58,500
SIGNALS AND APPLICATIONS	326	66,200
Acoustics, Speech, and Signal Processing	114	62,300
Aerospace and Electronic Systems	163	68,900
SYSTEMS AND CONTROL	349	58,800
Control Systems	188	57,000
Engineering in Medicine and Biology	64	64,000
Industrial Electronics	22	48,600
Robotics and Automation	31	55,000
OTHER AREAS	193	64,100

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194-1

TABLE 192

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY YEARS OF EXPERIENCE AND SEX, 1992

YEARS OF EXPERIENCE	NUMBER REPORTED		MEDIAN INCOME		
	Men	Women	Total	Men	Women
Under Three	268	36	$36,400	$36,600	$36,000
3-4	259	36	41,400	41,000	42,000
5-6	303	33	46,700	47,000	45,000
7-9	450	36	51,600	51,700	49,500
10-14	802	37	60,000	60,000	55,000
15-19	599	21	68,000	68,000	
20-24	577	10	73,800	73,400	
25-29	432	5	76,000	76,200	
30-34	366	0	80,900	80,900	
35-39	158	1	78,400	78,700	
40-44	87	1	77,000	77,900	
Over 44	34	1	80,000	80,000	

Note: Blanks indicate to few respondents for data to be meaningful.

TABLE 193

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY YEARS WITH PRESENT EMPLOYER, 1992

YEARS WITH PRESENT EMPLOYER	NUMBER REPORTED	MEDIAN INCOME
Under 2	569	$48,000
2	453	53,000
3-4	675	53,600
5-6	511	57,800
7-9	554	60,000
10-14	653	63,800
15-19	378	71,200
20-24	348	75,000
25-29	237	75,500
30-34	134	80,900
Over 34	67	80,000

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194-1

TABLE 194

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY GEOGRAPHIC REGION, 1992

GEOGRAPHIC REGION	NUMBER	MEDIAN INCOME
Northeast	878	$66,000
East	792	60,000
Southeast	581	58,000
Central	503	56,000
Southwest	560	59,800
West	1,159	67,000

TABLE 195

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY SELECTED STATES*, 1992

STATE	NUMBER	MEDIAN INCOME
California	81	$60,000
Colorado	49	59,000
Connecticut	72	62,700
Florida	137	59,000
Indiana	53	51,940
Kentucky	29	54,645
Louisiana	33	62,880
Massachusetts	62	65,000
Michigan	38	56,800
New Hampshire	31	61,500
New Jersey	46	70,500
New York	134	59,100
North Carolina	28	56,000
Ohio	55	51,000
Oklahoma	31	59,927
Oregon	27	57,000
Pennsylvania	50	61,150
South Carolina	26	54,400
Tennessee	41	55,000
Texas	66	50,500
Utah	25	57,000
Virginia	29	50,800
Washington	34	54,696
Wisconsin	26	50,000

*Respondents in large Metropolitan Statistical Areas are excluded from these figures. See Table 196.

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194-1

TABLE 196

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL-TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY METROPOLITAN STATISTICAL AREAS (MSAs), 1992

METROPOLITAN STATISTICAL AREAS	NUMBER REPORTED	MEDIAN INCOME
Albuquerque, NM	31	$65,000
Anaheim–Santa Ana, CA	68	69,350
Atlanta, GA	76	62,000
Austin, TX	58	60,750
Baltimore, MD	104	60,390
Bergen–Passaic, NJ	25	75,000
Boston, MA	176	70,000
Chicago, IL	134	64,000
Cleveland, OH	46	55,000
Columbus, OH	30	65,750
Dallas, TX	104	62,160
Dayton–Springfield, OH	42	51,656
Denver, CO	58	57,500
Detroit, MI	54	55,600
Houston, TX	73	63,000
Huntsville, AL	40	60,625
Kansas City, MO/KS	30	52,000
Los Angeles–Long Beach CA	184	74,000
Middlesex–Somerset–Hunterdon, NJ	40	69,350
Milwaukee, WI	32	54,300
Minneapolis–St. Paul, MN/WI	64	59,500
Monmouth–Ocean, NJ	81	73,000
Nassau–Suffolk, NY	71	71,000
New York, NY	136	67,600
Newark, NJ	53	74,000
Oakland, CA	58	68,738
Philadelphia, PA/NJ	110	57,650
Phoenix, AZ	88	60,000
Pittsburgh, PA	53	57,231
Raleigh–Durham, NC	55	57,800
Rochester, NY	26	58,500
San Diego, CA	80	72,000
San Francisco, CA	74	72,000
San Jose, CA	252	75,614
Seattle, WA	68	57,418
St. Louis, MO/IL	37	62,000
Tampa–St. Petersburg–Clearwater, FL	25	60,000
Washington, DC/MD/VA	281	66,500

SOURCE: The Institute of Electrical and Electronic Engineers, Inc., *IEEE U.S. Membership Salary and Fringe Benefit Survey*, 1993, UH0194–1

TABLE 197

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL–TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY LEVEL OF PROFESSIONAL RESPONSIBILITY, 1992

PROFESSIONAL RESPONSIBILITY LEVEL	NUMBER REPORTED	MEDIAN INCOME
Engineer 1 (Equivalent To GS–5)	60	$32,600
Engineer 2 (Equivalent To GS–7)	175	37,000
Engineer 3 (Equivalent To GS–9 or Academic Instructor)	332	42,400
Engineer 4 (Equivalent To GS–11 or Assistant Professor)	734	51,000
Engineer 5 (Equivalent To GS–12 or Associate Professor)	822	60,000
Engineer 6 (Equivalent To GS–13 or Full Professor)	1,021	68,000
Engineer 7 (Equivalent To GS–14 or Distinguished Professor or Academic Department Head)	520	76,000
Engineer 8 (Equivalent To GS–15 or Academic Department Head or Dean)	397	85,000
Engineer 9 (Equivalent To GS–15 or Academic Dean or Higher)	143	104,000
Not Working As An Engineer	187	73,000

TABLE 198

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED FULL–TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY COMPANY SIZE, 1990 AND 1992

COMPANY SIZE	NUMBER REPORTED	MEDIAN INCOME 1990	MEDIAN INCOME 1992	% Change
1–10 Employees	278	$60,000	$62,800	4.5
11–50 Employees	297	56,000	60,100	6.8
51–500 Employees	750	56,500	59,000	4.2
501–10,000 Employees	1,581	60,000	62,000	3.2
Over 10,000 Employees	1,302	60,100	63,400	5.2
Federal/State Government	355	53,700	57,000	5.8

TABLE 199

NUMBER AND MEDIAN ANNUAL INCOME OF IEEE ENGINEERS EMPLOYED EMPLOYED FULL–TIME IN PRIMARY AREA OF TECHNICAL COMPETENCE BY SECTOR OF EMPLOYER, 1992

SECTOR OF EMPLOYER	NUMBER	MEDIAN INCOME
Private Industry (Defense)	767	$67,000
Private Industry (Except Defense and Utilities)	2,155	61,000
Utilities	557	60,000
Federal Government (Defense)	325	57,000
Federal Government (Non–Defense)	148	60,000
State–Local Government	49	53,000
Education Institution	356	60,000
Nonprofit Institution	115	71,500
Other	85	60,000

SALARIES OF TECHNICIANS

Engineering technicians employed in research and development receive higher median salaries than do technicians in any other broad discipline, according to the seventh annual survey of **COMPENSATION AND BENEFITS IN RESEARCH AND DEVELOPMENT** by **Abbott, Langer & Associates.** The 172 organizations that responded to the survey providing useable data reported that engineering technicians had a median annual salary of $28,000, compared to $25,135 for physical science technicians and $22,000 for life science technicians. Within the engineering technician disciplines, mechanical technicians reported the highest median annual salaries - $30,836, followed by electrical/electronics technicians at $30,569/ Within the physical science technicians group, computer science technicians reported the highest median salary - $31,824, while those technicians working in physics and metallurgy earned the least - $25,000 (**Table 200**).

As expected, salaries of technicians increased with years of experience. Those technicians with less than one year of experience earned $20,932 compared to technicians with 25-29 years of experience who report median salaries of $36,275 (**Table 201**). Median salaries by level of education are shown in **Table 202**.

Geographically, technicians working in the Northwestern States report the highest median salary - $28,425, while those working in the Southwestern states report the lowest salaries - $18,187 (**Table 204**). By state, technicians working in California earn the highest salaries - $34,710, followed by those working in Missouri at $32,844. Technicians working in New Hampshire reported the lowest salary - $14,250 (**Table 203**). Salaries of technicians in selected metropolitan area are shown in **Table 205**.

Technicians employed in manufacturing organizations report higher median salaries ($27,511) than those employed in non-manufacturing organizations ($21,728) - **Table 206**. By work function, technicians employed in development reported the highest salaries - $25,448, while those working in applied research earned the least - $22,443 (**Table 207**).

By type of employer, engineering technicians reported the highest median salary working in medical and scientific equipment manufacturing -$31,500 and the least working in nonprofit contract research centers -$13,520 (**Table 208**). Engineering technicians also reported higher median salaries if they worked in development (**Table 209**) and in the Pacific States (**Table 210**). Salaries of engineering technicians by years of experience and level of education are shown in **Tables 211** and **212**.

The **Employee Wage and Salary Survey 1991** prepared for the **American Council of Independent Laboratories, Inc.** by **Abbott, Langer & Associates** reports that technicians performing analytical services in independent laboratories, primarily in research and development, reported the highest median salary $36,000 (**Table 213**). Salaries of technicians employed in materials and geotechnical engineering in independent laboratories are shown in **Table 214**.

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development, 1992*

TABLE 200

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY DISCIPLINE, 1992

DISCIPLINE	NUMBER	SALARY	
		Median	Mean
ALL ENGINEERING	**186**	**$28,000**	**$28,204**
Chemical Engineering	14	14,260	16,452
Civil Engineering	14	20,800	20,918
Electrical/Electronics Eng.	65	30,316	30,569
Engineering Technology	28	30,134	29,643
Materials Engineering	13	25,834	27,144
Mechanical Engineering	32	30,836	29,432
ALL LIFE SCIENCES	218	22,000	22,526
Agriculture	19	17,644	18,087
Biochemistry	36	22,256	23,919
Biology	72	22,017	22,024
Biophysics	14	24,704	26,807
Medicine/Osteopathy	5	19,779	19,530
Psychology	38	23,918	23,931
ALL PHYSICAL SCIENCES	168	25,135	25,613
Chemisry	66	25,135	26,399
Metallurgy	14	25,000	24,251
Physics	7	25,000	25,879
Computer Science	9	31,824	34,746

TABLE 201

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY YEARS OF EXPERIENCE, 1992

YEARS OF EXPERIENCE	NUMBER	SALARY	
		Median	Mean
Under One Year	84	$20,932	$20,280
One or Two Years	90	20,800	20,330
Three or Four Years	123	23,700	24,484
Five – Nine Years	173	25,000	25,598
10 – 14 Years	91	30,056	29,143
15 – 19 Years	33	32,240	33,170
20 – 24 Years	20	33,325	33,875
25 – 29 Years	12	36,275	35,272
30 Years or More	19	33,077	33,987

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development, 1992*

TABLE 202

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY LEVEL OF EDUCATION, 1992

LEVEL OF EDUCATION	NUMBER	SALARY	
		Median	Mean
No College	130	$26,208	$26,358
Some College, But No Degree	148	25,285	24,784
A.A. (2–year) Degree	99	27,000	27,598
Bachelor's Degree	210	22,461	24,017
Master's Degree	44	24,250	29,439

TABLE 203

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY SELECTED STATES, 1992

STATE	NUMBER	SALARY	
		Median	Mean
California	30	$34,710	$32,541
Colorado	33	25,000	25,198
Idaho	7	25,070	24,653
Illinois	15	23,000	26,475
Indiana	8	18,301	24,638
Louisiana	9	15,000	14,056
Maryland	16	19,000	20,250
Massachusetts	25	24,960	24,693
Michigan	83	28,704	24,593
Mississippi	5	17,000	17,107
Missouri	10	32,844	35,203
Nebraska	15	24,000	25,376
New Hampshire	5	14,250	18,300
New York	175	21,728	23,819
Ohio	32	26,298	26,029
Oregon	38	22,959	23,291
Pennsylvania	97	22,880	23,695
Texas	26	20,715	28,612
Utah	19	20,800	20,572
Wisconsin	104	25,689	26,713

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development, 1992*

TABLE 204

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY GEOGRAPHIC REGION, 1992

GEOGRAPHIC REGION	NUMBER	SALARY MEDIAN	SALARY MEAN
Northeastern States	305	$21,840	$23,996
Southern States	38	20,000	21,559
Midwestern States	242	26,000	25,812
North Central States	30	27,520	28,425
Southwestern States	37	18,187	25,100
Mountain States	63	24,500	23,658
Pacific States	71	23,918	27,212

TABLE 205

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY METROPOLITAN AREA, 1992

METROPOLITAN AREA	NUMBER	SALARY MEDIAN	SALARY MEAN
Albany/Schenectady/Troy (NY) & Vicinity	8	$23,071	$22,067
Baltimore (MD) & Vicinity	9	16,500	17,278
Boston (MA) & Vicinity	15	25,000	26,022
Buffalo (NY) & Vicinity	63	21,728	22,283
Chicago (IL) & Vicinity	15	23,000	26,475
Cleveland (OH) & Vicinity	17	27,000	26,730
Dayton (OH) & Vicinity	13	20,217	25,049
Denver/Colorado Springs (CO) & Vicinity	33	25,000	25,198
Los Angeles/San Diego (CA) & Vicinity	17	31,460	29,457
Milwaukee (WI) & Vicinity	103	25,709	26,730
New Orleans (LA) & Vicinity	8	15,000	14,438
New York City (NY?NJ) & Vicinity	69	24,608	27,679
Philadelphia (PA/NJ) & Vicinity	65	23,000	23,483
Pittsburgh (PA) & Vicinity	31	21,840	24,161
Salt Lake City/Ogden (UT) & Vicinity	19	20,800	20,572
San Jose (CA) & Vicinity	11	37,308	36,488
St. Louis (MO/IL) & Vicinity	10	32,844	35,203
Washington (DC/MD/VA) & Vicinity	8	19,000	22,313

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development*, 1992

TABLE 206

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY TYPE OF EMPLOYER, 1992

TYPE OF EMPLOYER	NUMBER	SALARY	
		Median	Mean
ALL MANUFACTURING ORGANIZATIONS	**360**	**$27,511**	**$27,731**
Aerospace/Aircraft/Electrical/Electronics Manufacturers	59	30,000	29,956
Chemical/Pharmaceutical/Plastics/Rubber Manufacturers	133	26,874	26,518
Fabricated Metal Products Manufacturers	35	31,200	30,767
Medical & Scientific Equipment Manufacturers	26	26,708	27,835
ALL NON-MANUFACTURING ORGANIZATIONS	**426**	**21,728**	**22,548**
Contract Research Centers (for profit)	56	20,000	21,266
Contract Research Centers (non-profit)	286	21,728	21,824
Educational Institutions	41	20,630	23,140
Other Non-profit, Non-manufacturing Organizations	25	20,530	21,928
Other For-profit, Non-manufacturing Organizations	18	24,500	26,937

TABLE 207

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF TECHNICIANS BY WORK FUNCTION, 1992

WORK FUNCTION	NUMBER	SALARY	
		Median	Mean
Pure Research	98	$23,100	$23,664
Applied Research	121	22,443	25,199
Development	82	25,448	27,771
Research and Development	475	22,917	24,610

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development*, 1992

TABLE 208

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING TECHNICIANS BY TYPE OF EMPLOYER, 1992

TYPE OF EMPLOYER	NUMBER	SALARY	
		Median	Mean
ALL MANUFACTURING ORGANIZATIONS	139	$30,000	$29,754
Aerospace/Aircraft/Electrical/Electronics Manufacturers	51	30,316	30,426
Chemical/Pharmaceutical/Plastics/ Rubber Manufacturers	25	23,421	24,331
Fabricated Metal Products Manufacturers	27	30,472	29,391
Medical & Scientific Equipment Manufacturers	14	31500	32259
ALL NON-MANUFACTURING ORGANIZATIONS	47	20,800	23,620
Contract Research Centers (for profit)	22	25,480	26,596
Contract Research Centers (non-profit)	13	13520	13475
Other For-profit, Non-manufacturing Organizations	12	29,250	29,155

TABLE 209

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING TECHNICIANS BY WORK FUNCTION, 1992

WORK FUNCTION	NUMBER	SALARY	
		Median	Mean
Applied Research	63	$26,915	$29,054
Development	35	29,000	30,389
Research & Development	84	27,780	26,595

TABLE 210

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING TECHNICIANS BY GEOGRAPHIC REGION, 1992

GEOGRAPHIC REGION	NUMBER	SALARY	
		MEDIAN	MEAN
Northeastern States	66	$28,040	$29,693
Southern States	10	29,500	28,859
Midwestern States	51	28,704	26,136
North Central States	12	32,224	29,924
Southwestern States	12	21,400	29,828
Mountain States	14	24,480	22,701
Pacific States	21	33,000	29,993

SOURCE: Abbott, Langer & Associates, *Compensation and Benefits in Research and Development*, 1992

TABLE 211

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING TECHNICIANS BY YEARS OF EXPERIENCE, 1992

YEARS OF EXPERIENCE	NUMBER	SALARY	
		Median	Mean
Under One Year	16	$17,690	$19,003
One or Two Years	22	19,115	18,097
Three or Four Years	27	21,424	22,932
Five – Nine Years	47	28,000	28,658
10 – 14 Years	32	32,357	33,550
15 – 19 Years	16	35,282	35,033
20 – 24 Years	9	33,852	32,141
25 – 29 Years	8	40,872	39,882
30 Years or More	8	41,361	37,615

TABLE 212

NUMBER, MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING TECHNICIANS BY LEVEL OF EDUCATION, 1992

LEVEL OF EDUCATION	NUMBER	SALARY	
		Median	Mean
No College	44	$28,638	$28,435
Some College, But No Degree	67	27,560	26,902
A.A. (2–year) Degree	46	29,068	29,079
Bachelor's Degre	20	26,000	28,429

SOURCE: Abbott, Langer & Associates, Prepared for the American Council of Independent Laboratories, *Employee Wage and Salary Survey 1991*, January 1992

TABLE 213

NUMBER, MEDIAN AND MEAN SALARIES OF TECHNICIANS IN ANALYTICAL SERVICES EMPLOYED IN INDEPENDENT LABORATORIES* BY PRIMARY FIELD OF PRACTICE, 1991

PRIMARY FIELD OF PRACTICE	NUMBER	SALARY	
		Median	Mean
Analytical Chemistry	1,075	$18,000	$19,143
Agronomy	16	17,250	17,475
Environmental Sciences	273	21,000	22,459
Food and Drug Technology	84	22,000	25,525
Forensic Science	8	33,750	31,963
Product Evaluation	114	14,310	18,611
Research & Development	14	36,000	29,076
Electrical Testing	35	24,276	23,308
Petroleum Testing	21	17,600	16,414

*Includes only members of the American Council of Independent Laboratories

TABLE 214

NUMBER, MEDIAN AND MEAN SALARIES OF TECHNICIANS IN MATERIALS AND GEOTECHNICAL ENGINEERING EMPLOYED IN INDEPENDENT LABORATORIES* BY PRIMARY FIELD OF PRACTICE, 1991

PRIMARY FIELD OF PRACTICE	NUMBER	SALARY	
		Median	Mean
Construction Materials	1,212	$21,000	$21,240
Geotechnical	409	20,873	21,387
Metals – Metallurgical	153	23,158	22,462
Mechanical	45	32,466	27,293
Non–Destructive Testing	392	22,032	22,256

*Includes only members of the American Council of Independent Laboratories

FEDERAL SALARIES

On January 1, 1993, federal white-collar workers received a 3.7% salary increase. The new federal salary scale ranges from $11,903 for the beginning step of GS-1 to $86,589 for the last step for GS-15. This could be the last such general raise for civil servants if a move to "locality pay" begins on July 1, 1994. This change in the pay structure for federal workers could result in as many as 29 different pay schedules if salaries are based on wages paid for comparable private sector jobs in their locality. By 2004, workers in GS 1-15 should reach local parity after getting larger pay increase during the next nine years. On January 1, 1994, the federal scale is suppose to close 20% of the gap between private and government jobs. After that, the change moves at 10% per year until the gap is eliminated. The first adjustments toward locality pay were made in 1991 when workers in New York City, Los Angeles and San Francisco received an extra 8% increase.

Table 215 presents the white-collar salary schedule effective as of January 1, 1993. Some scientists and most engineers earn higher salaries than others in the same grade because they are in "special rate" categories, based on hiring difficulty. Special rates can cover a whole occupation, or be limited to specific jobs and grades in particular locations.

Federal workers in the Senior Executive Service also received a 3.2% raise on January 1, 1993 and now earn salaries ranging from $92,900 to $115,700.

Table 216 presents the number and average salary of federal white-collar workers by sex and by minority/non-minority status in selected occupations for all geographical areas of the United States as of September 30, 1991. Women continue to have lower average salaries in almost every occupational series. In the engineering and architectural job series, women's salaries as a percentage of men's ranged from a high of 89.4 in computer engineering, to a low of 69.0 in agricultural engineering. However, there were only 20 women employed as agricultural engineers as of September 30, 1991. In the engineering categories with significant numbers of women, their salaries ranged between 75% and 85% of salaries paid to men.

In the physical sciences, the highest average salary was reported in the astronomy and space science occupations - $62,736, where women earned 86.7% of men's salaries. However, minorities had higher average salaries in astronomy and space sciences - $64,687, although there were only 21 minority scientists in that occupation. In the life sciences, the highest salaries were reported by workers in agricultural extension - $68,713, but women had the highest salary working in toxicology - $49,267, as did minority life scientists. In the health sciences, highest salaries were reported for nurse anaesthetists, averaging $62,837. Although women dominated many of the health science occupations, only female nurses and nurse anaesthetists report slightly higher average salaries.

The **American Chemical Society** in its **SALARIES 1993...** reports salaries of chemists employed in the federal government. Bachelor's level chemists had a median salary of $42,984, compared to $48,700 for master's level chemists and $62,250 for PhDs in chemistry (**Table 217**).

SOURCE: Office of Personnel Management, 1992

TABLE 215

ANNUAL SALARIES OF FEDERAL WORKERS UNDER THE GENERAL SCHEDULE BY GRADE AND STEP LEVELS JANUARY 1, 1993

GRADE	STEP 1	2	3	4	5	6	7	8	9	10
GS−1	$11,903	$12,300	$12,695	$13,909	$13,487	$13,720	$14,109	$14,503	$14,521	$14,891
GS−2	13,382	13,701	14,145	14,521	14,683	15,115	15,547	15,979	16,411	16,843
GS−3	14,603	15,090	15,577	16,064	16,551	17,038	17,525	18,012	18,499	18,986
GS−4	16,393	16,939	17,485	18,031	18,577	19,123	19,869	20,215	20,761	21,307
GS−5	18,340	18,951	19,562	20,173	20,784	21,395	22,006	22,617	23,228	23,839
GS−6	20,443	21,124	21,805	22,486	23,167	23,848	24,529	25,210	25,891	26,572
GS−7	22,717	23,474	24,231	24,988	25,745	26,502	27,259	28,016	28,773	29,530
GS−8	25,159	25,998	26,837	27,876	28,515	29,354	30,193	31,032	31,871	32,710
GS−9	27,789	28,715	29,641	30,567	31,493	32,419	33,345	34,271	35,197	36,123
GS−10	30,603	31,623	32,643	33,863	34,683	35,703	36,723	37,743	38,763	39,783
GS−11	33,623	34,744	35,865	36,986	38,107	39,228	40,349	41,470	42,591	43,712
GS−12	40,298	41,641	42,984	44,327	45,670	47,013	48,356	49,699	51,042	52,385
GS−13	47,920	49,517	51,114	52,711	54,308	55,905	57,502	59,099	60,696	62,293
GS−14	56,627	58,515	60,403	62,291	64,179	66,067	67,955	69,843	71,731	73,619
GS−15	66,609	68,829	71,049	73,269	75,489	77,709	79,929	82,149	84,368	86,589

SOURCE: Office of Personnal Management (unpublished data)

TABLE 216

NUMBER AND AVERAGE SALARIES OF CIVILIAN WHITE COLLAR WORKERS BY OCCUPATION, SEX AND MINORITY STATUS, SEPTEMBER 30, 1991

OCCUPATION	TOTAL		MEN		WOMEN			MINORITY		
	Number	Average Salary	Number	Average Salary	Number	Average Salary	%W*	Number	Average Salary	%M*
General Engineering	**21,523**	**$57,036**	**19,838**	**$57,942**	**1,685**	**$46,419**	**80.1**	**2,871**	**$51,536**	**90.4**
Aerospace Engineering	9,791	52,384	8,918	53,286	873	43,205	81.1	1,072	48,110	91.8
Agricultural Engineering	388	46,174	368	46,926	20	32,358	69.0	24	38,376	83.1
Architecture	2,041	46,095	1,754	46,899	287	41,223	87.9	485	45,866	99.5
Biomedical Engineering	398	43,968	327	45,232	71	38,210	84.5	48	40,700	92.6
Ceramic Engineering	72	53,976	60	55,415	12	46,733	84.4	7	46,128	85.5
Chemical Engineering	1,510	47,964	1,231	49,376	279	41,711	84.5	266	44,897	93.6
Civil Engineering	15,082	48,047	13,749	48,858	1,333	39,732	81.3	2,191	45,627	95.0
Computer Engineering	1,978	48,760	1,590	49,801	388	44,502	89.4	358	45,561	93.4
Electrical Engineering	5,133	46,584	4,674	47,317	459	39,139	82.7	1,224	43,749	93.9
Electronics Engineering	30,201	49,196	27,855	49,829	2,346	41,692	83.7	5,714	44,567	90.6
Environmental Engineering	4,019	46,057	3,110	47,536	909	41,009	86.3	776	43,032	93.4
Fire Protection Engineering	149	49,507	139	50,211	10	39,727	79.1	19	47,648	96.2
Industrial Engineering	2,850	44,595	2,404	45,669	446	38,799	85.0	463	42,164	94.5
Landscape Arcitecture	719	43,178	519	45,949	200	35,964	78.3	33	40,671	94.2
Materials Engineering	1,324	49,923	1,104	51,518	220	41,960	81.4	168	46,372	92.9
Mechanical Engineering	13,111	46,008	12,219	46,463	892	39,779	85.6	2,169	44,228	96.1
Mining Engineering	380	47,790	365	48,221	15	37,312	77.4	28	49,765	104.1
Naval Engineering	1,181	51,380	1,093	51,995	88	43,755	84.2	178	49,313	96.0
Nuclear Engineering	3,709	52,258	3,482	52,804	227	43,916	83.2	532	47,870	91.6
Petroleum Engineering	420	50,239	389	50,857	31	42,546	83.7	37	48,658	96.9
Safety Engineering	566	49,243	520	50,040	46	40,450	80.8	103	43,198	87.7
Welding Engineering	80	47,196	75	47,525	5	42,261	88.9	10	45,472	96.3

* Women's salaries as a percent of men's and Minority salaries as a percent of total.

SOURCE: Office of Personnal Management (unpublished data)

TABLE 216 (continued)

NUMBER AND AVERAGE SALARIES OF CIVILIAN WHITE COLLAR WORKERS BY OCCUPATION, SEX AND MINORITY STATUS, SEPTEMBER 30, 1991

OCCUPATION	TOTAL		MEN		WOMEN			MINORITY		
	Number	Average Salary	Number	Average Salary	Number	Average Salary	%W*	Number	Average Salary	%M*
General Physical Science	**7,118**	**$57,165**	**5,792**	**$60,015**	**1,326**	**$44,809**	**74.7**	**660**	**$51,362**	**89.8**
Astronomy & Space Science	518	62,736	482	63,325	36	54,881	86.7	21	64,687	103.1
Cartography	4,655	39,193	3,725	39,710	930	37,128	93.5	521	39,171	99.9
Chemistry	7,974	47,457	5,847	49,900	2,127	40,730	81.6	1,555	43,569	91.8
Food Technology	269	45,358	188	47,650	81	40,038	84.0	49	42,535	93.8
Forest Prod. Technology	70	54,627	63	56,340	7	39,210	69.6			
Geodesy	320	43,797	271	44,544	49	39,665	89.0	28	41,139	93.9
Geology	2,736	47,570	2,209	49,742	527	38,518	77.4	136	42,911	90.2
Geophysics	622	52,167	551	53,671	71	40,642	75.7	46	47,592	91.2
Health Physics	788	48,436	632	49,833	156	42,722	86	120	43,404	90
Hydrology	2,652	44,088	2,242	45,784	410	34,847	76.1	144	41,138	93.3
Land Surveying	544	36,971	524	37,266	20	29,256	78.5	37	33,908	91.7
Metallurgy	250	56,241	237	56,583	13	50,087	88.5	41	54,443	96.8
Meteorology	2,626	45,381	2,444	45,901	182	38,397	83.7	197	48,723	107.4
Oceanography	757	51,140	645	52,773	112	41,752	79.1	57	46,024	90.0
Physics	3,843	57,600	3,617	58,238	226	47,392	81.4	287	53,515	92.9
Textile Technology	106	39,871	47	45,311	59	35,462	78.3	22	32,781	82.2
General Education & Training	**13,500**	**30,473**	**3,227**	**39,248**	**10,273**	**27,807**	**70.8**	**1,912**	**27,116**	**89.0**
Education Program	503	54,069	225	59,757	278	49,465	82.8	183	51,510	95.3
Education Research	72	65,111	41	68,550	31	60,563	88.3	13	59,328	91.1
Education Services	89	33,201	56	34,561	33	30,822	89.2	9	32,135	96.8
Education & Vocational Training	9,598	36,686	4,059	44,176	5,539	31,210	70.6	2,246	34,645	94.4
Public Health Educator	42	42,027	12	44,490	30	41,042	92.2	24	39,144	93.1
School Administration	31	58,961	16	68,341	15	50,207	73.5	5	43,895	74.4
Secondary Teaching	6	29,622			5	29,374				

* Women's salaries as a percent of men's and Minority salaries as a percent of total. Blanks indicate less than five individuals in sample.

SOURCE: Office of Personnal Management (unpublished data)

TABLE 216 (continued)

NUMBER AND AVERAGE SALARIES OF CIVILIAN WHITE COLLAR WORKERS BY OCCUPATION, SEX AND MINORITY STATUS, SEPTEMBER 30, 1991

	TOTAL		MEN		WOMEN			MINORITY		
OCCUPATION	Number	Average Salary	Number	Average Salary	Number	Average Salary	%W*	Number	Average Salary	%M*
General Biological Science	**7,987**	**42,907**	**5,737**	**45,747**	**2,250**	**36,105**	**78.9**	**975**	**39,339**	**91.7**
Agricultural Extension	65	68,713	45	69,944	20	65,943	94.3	5	50,724	73.8
Agriculture Management	3,938	35,299	3,363	36,231	575	29,847	82.4	428	33,793	95.7
Agronomy	329	42,585	317	43,107	12	29,083	67.5	26	37,536	88.1
Botany	312	35,084	172	39,470	140	29,695	75.2	18	35,825	102.1
Ecology	585	42,436	427	44,609	158	36,605	82.1	26	39,267	92.5
Entomology	719	40,428	645	50,551	74	39,639	78.4	55	44,317	109.6
Forestry	6,314	38,950	5,209	40,686	1,105	30,761	75.6	436	34,886	89.6
Genetics	358	51,404	288	53,680	70	42,039	78.3	32	48,794	94.9
Horticulture	127	40,202	89	43,799	38	31,779	72.6	12	38,837	96.6
Microbiolgy	2,270	44,085	1,344	47,504	926	39,124	82.4	388	40,775	92.5
Pharmacology	456	53,877	340	55,401	116	49,383	89.1	100	51,885	96.3
Physiology	652	49,570	493	51,295	159	44,255	86.3	70	47,215	95.2
Plant Pathology	322	50,063	269	52,740	53	36,476	69.2	31	42,866	85.6
Plant Physiology	366	49,589	292	52,172	74	39,397	75.5	33	42,826	86.4
Plant Prot. & Quarantine	1,471	32,637	1,183	33,346	288	29,724	89.1	488	30,564	93.6
Range Conservation	1,220	33,980	1,018	35,161	202	28,026	79.7	100	32,179	94.7
Soil Conservation	4,775	36,141	4,179	37,186	596	28,805	77.5	574	34,526	95.5
Soil Science	1,707	39,102	1,527	40,106	180	30,587	76.3	152	37,361	95.5
Toxicology	254	$52,775	175	$54,358	79	$49,267	90.6	40	$51,990	98.5
Zoology	118	55,464	98	58,108	20	42,508	73.2	6	40,589	73.2
General Fish & Wildlife Admin.	**212**	**64,390**	**194**	**64,660**	**18**	**61,492**	**95.1**	**12**	**52,833**	**82.1**
Animal Science	128	49,497	107	51,515	21	39,215	76.1	10	45,971	92.9
Fishery Biology	1,799	38,431	1,489	40,097	310	30,440	75.9	131	35,272	91.8
Wildlife Biology	2,383	34,776	1,787	36,892	596	28,407	77.0	158	31,464	90.5
Wildlife Refuge Management	612	36,772	541	37,892	71	28,847	76.1	40	32,012	87.1

* Women's salaries as a percent of men's and Minority salaries as a percent of total.

SOURCE: Office of Personnal Management (unpublished data)

TABLE 216 (continued)

NUMBER AND AVERAGE SALARIES OF CIVILIAN WHITE COLLAR WORKERS BY OCCUPATION, SEX AND MINORITY STATUS, SEPTEMBER 30, 1991

OCCUPATION	TOTAL		MEN		WOMEN			MINORITY		
	Number	Average Salary	Number	Average Salary	Number	Average Salary	%W*	Number	Average Salary	%M*
General Health Science	**3,580**	**44,041**	**1,874**	**47,391**	**1,706**	**40,371**	**85.2**	**579**	**41,924**	**95.2**
Consumer Safety	1,785	45,277	1,172	48,815	613	38,513	78.9	341	40,827	90.2
Corrective Therapist	525	31,058	351	32,068	174	29,026	90.5	164	30,892	99.5
Dental Officer	1,447	58,490	1,245	61,527	202	39,786	64.7	184	48,597	83.1
Dietitian & Nutritionist	1,809	$34,943	90	$40,442	1,719	$34,654	85.7	383	36,891	105.6
Education Therapist	43	31,586	16	32,860	27	30,802	93.7	7	30,297	95.9
Industrial Hygiene	1,456	41,402	977	43,174	479	37,810	87.6	254	39,771	96.1
Manual Arts Therapist	183	31,561	161	32,137	22	28,094	87.4	25	31,332	99.3
Medical Officer	36,381	50,121	28,132	51,175	8,249	46,528	90.9	7,853	51,367	102.5
Medical Technologist	5,987	32,404	1,839	32,834	4,148	32,214	98.1	1,643	32,497	100.3
Nurse	47441	39311	4486	38433	42,955	39,403	102.5	13,169	40,142	102.1
Nurse Anesthetist	489	62,837	220	62,299	269	63,277	101.6	63	66,618	106.0
Occupational Therapist	759	35,735	82	36,083	677	35,692	98.9	143	35,788	100.1
Optometrist	266	48,771	195	53,859	71	34,867	64.7	30	36,600	75.0
Pharmacist	4,634	43,890	2,776	44,942	1,858	42,332	94.2	1,049	43,728	99.6
Physical Therapist	682	37,513	183	38,853	499	37,023	95.3	119	37,414	99.7
Podiatrist	277	45,378	240	46,994	37	34,942	74.4	37	35,576	78.4
Recreation/Creative Arts Therapist	792	30,583	362	32,349	430	29,098	90.0	133	30,353	99.2
Safety & Occupational Health	4,254	39,446	3,445	40,392	809	35,431	87.7	704	36,983	93.8
Speech Pathology & Audiology	912	40,899	319	47,570	593	37,299	78.4	78	36,298	88.8
Veterinary Medical Science	2,176	46,841	1,851	47,644	325	42,307	88.8	453	45,877	97.9

* Women's salaries as a percent of men's and Minority salaries as a percent of total.

SOURCE: Office of Personnal Management (unpublished data)

TABLE 216 (Continued)

NUMBER AND AVERAGE SALARIES OF CIVILIAN WHITE COLLAR WORKERS BY OCCUPATION, SEX AND MINORITY STATUS, SEPTEMBER 30, 1991

OCCUPATION	TOTAL		MEN		WOMEN			MINORITY		
	Number	Average Salary	Number	Average Salary	Number	Average Salary	%W*	Number	Average Salary	%M*
Mathematics–related										
Actuary	181	57,149	143	58,977	38	50,135	85.0	19	50,183	87.8
Operations Research	4,096	53,168	3,202	55,526	894	44,732	80.6	474	48,941	92.0
Mathematics	2,481	48,648	1,780	50,592	701	43,706	86.4	353	44,821	92.1
Mathematical Statistician	1,349	48,432	908	51,360	441	42,383	82.5	263	46,189	95.4
Statistician	2,957	47,241	1,839	50,198	1,118	42,386	84.4	523	42,631	90.2
Computer Science	3,083	$44,899	2,102	$46,840	981	$40,731	87.0	481	40,689	90.6
Accounting	13,138	41,874	7,698	45,324	5,440	36,990	81.6	3,473	39,002	93.1
Auditing	15,584	43,766	10,831	46,982	4,753	37,552	79.9	2,406	40,892	93.4
Social Science	**4,731**	**40,048**	**2,584**	**42,537**	**2,147**	**37,050**	**87.1**	**1,221**	**37,782**	**94.3**
Economist	5,968	52,319	4,457	54,880	1,511	44,761	81.6	659	44,135	84.4
Foreign Affairs	4,152	60,295	3,086	63,834	1,066	50,053	78.4	455	53,059	88.0
International Relations	106	64,552	78	69,504	28	50,247	72.3	11	58,093	90.0
Manpower Research & Analysis	41	57,428	26	60,021	15	52,934	88.2	9	58,423	101.7
Geography	304	40,286	213	42,035	91	36,191	86.1	18	36,053	89.5
History	713	44,257	528	46,540	185	37,745	81.1	35	39,264	88.7
Psychology	4,461	46,580	2,993	50,421	1,468	38,758	76.9	369	42,508	91.3
Sociology	95	49,502	47	54,931	48	44,299	80.6	6	38,785	78.4
Social Work	4,996	37,351	2,266	39,271	2,730	35,758	91.1	1,324	36,975	99.0
Other Fields										
Archivist	437	43,667	285	45,300	152	40,605	89.6	28	40,941	93.8
General Lawyer	24,260	61,093	15,683	63,798	8,577	56,152	88.0	2,656	56,397	92.3
Patent Lawyer	234	71,548	219	72,481	15	58,768	81.1	8	64,615	90.3
Community Planning	498	49,487	378	52,143	120	41,251	79.1	73	47,729	96.4
General Anthropology	73	48,189	51	50,597	22	42,607	84.2	6	45,986	95.4
Archeology	1,037	31,911	653	33,716	384	28,837	85.5	62	28,377	88.9
Home Economics	42	39,017			39	39,313		9	31,901	81.8
Environmental Protection Specialist	3,823	41,655	2,217	43,396	1,606	39,244	90.4	537	36,360	87.3

* Women's salaries as a percent of men's and Minority salaries as a percent of total.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment,* July 1993

TABLE 217

MEDIAN AND MEAN SALARIES OF GOVERNMENTAL CHEMISTS* EMPLOYED FULL–TIME BY YEARS SINCE B.S. AND DEGREE LEVEL, 1993

YEARS SINCE B.S.	BACHELOR'S		MASTER'S		PH.D.	
	Median	Mean	Median	Mean	Median	Mean
5–9	$36,000	$35,446			$46,250	$46,064
10–14	41,500	41,071	42,000	42,797	50,000	50,432
15–19	40,000	40,525	42,984	46,025	60,750	59,452
20–24	45,084	48,978	52,000	53,607	61,500	63,175
25–29	50,557	47,869	51,852	54,481	67,955	67,736
30–34	54,953	52,272	55,000	55,297	70,000	68,291
35–39					78,230	75,179
40 or More					70,000	72,317
All Years	42,984	44,039	48,700	50,320	62,250	64,286

NOTES: Blanks indicate fewer that 15 respondents. * Includes only members of the American Chemical Society.

FACULTY SALARIES

The only national faculty salary survey that presents data by discipline as well as rank and control is conducted by the **College and University Personnel Association** in conjunction with **Appalachian State University, Boone, North Carolina.** Data are collected separately for faculty employed in public and private institutions. The **1992-93 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN PUBLIC COLLEGES AND UNIVERSITIES** presents data on 55 disciplines from 269 public colleges and universities employing 72,223 faculty members. The **1992-93 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN PRIVATE COLLEGES AND UNIVERSITIES** presents data on 55 disciplines from 487 private institutions employing 46,162 faculty members.

Overall, the average faculty salary in public colleges and universities was $44,391, up 4.8% over 1991-92. In private institutions, the average faculty salary increased 3.5% from the previous year to $42,786. Engineering again tops the pay scale, earning an average 37.5% more than the average of faculty members in other disciplines at private institutions, and 25% more than the average for all others at public ones. Overall, faculty salaries in public institutions ranged from a high of $55,398 for engineering faculty to a low of $37,117 in nursing. In private institutions, average faculty salaries ranged from a high of $58,862 for engineering faculty to a low of $30,795 for faculty in secretarial science. Together with engineering professors, faculty members in disciplines such as accounting, business and management, computer and information science, and most of the physical sciences continue to earn higher than average salaries. Disciplines with less competition remain at the bottom of the salary scale.

The study found that as in past years, faculty salaries in some disciplines have become compressed with pay increases and even total salaries for senior professors lagging behind those of faculty members with less seniority. Faculty members at all ranks except full professors generally fared better at public institutions than at private ones. Average faculty salaries by rank and discipline in public and private institutions are reported in **Table 218**. Similar information for academic year 1991-92 is shown in **Tables 219** and **220**.

Faculty salaries rose 2.5% between 1991-92 and 1992-93 to an average of $46,270, but after adjusting for inflation, real salaries dropped by 0.4%, according to the **ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION** by the **American Association of University Professors**. The disturbing question is whether this salary stagnation represents only the effects of the economic recession or whether it signals the beginning of a new trend as pressures from taxpayers hold down salaries in public institutions. Salary levels generally increased faster at private independent and church-related schools than at public institutions. Salary increases for continuing faculty averaged 3.6%.

Average salaries and total compensation for faculty are higher at private independent institutions than public ones for the major research universities (Category I) and the liberal arts colleges (Category II-B), while the reverse is true at the two-year institutions (Categories III and IV). At the comprehensive institutions (Category II-A), the higher ranked faculty do better at private schools, while the lower ranked faculty do better at public institutions. Average salary and average compensation by academic rank, type of institution and type of affiliation are presented in **Tables 221** and **222**.

Men continue to earn more than women at all levels of the professoriate. The disparity may be due in part to the fact that many women teach at colleges or comprehensive institutions, which pay less than doctorate granting research institutions, and women also tend to work in fields that pay less. The differences tend to be largest for full professors and in research universities (Category I). The average salary for male full professors (excluding Category IV) is $60,620, 11.8% more than the average of $53,460 received by female full professors. The differences are less at public than at private institutions, and at liberal arts colleges than at research universities (**Table 223**).

Faculty salaries vary geographically as shown in **Table 224**. Faculty in major research universities earn more in the Middle Atlantic and New England areas, and least in the East South Central region. The 1990-92 recession was concentrated more in the Northeast and California and less in the industrial midwest, thus the salary increases were much higher in the midwest region than in the coastal regions.

For the average faculty member, the value of fringe benefits totalled about 25% of salary. Overall, 64% of faculty members have tenure as shown in **Table 225**.

Data derived from the **Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges**, conducted by the Office of Institutional Research, **Oklahoma State University**, shows that average faculty salaries ranged from a high of $87,462 in law to a low of $52,289 in the visual and performing arts (**Table 226**). **Table 227** presents data from the **Association of American Medical Colleges** on average salary of faculty in medical schools. Salaries for medical school faculty are higher in private than public institutions and vary by department.

The average faculty salary for all ranks combined at four-year public institutions was $44,497 compared to $42,138 at private institutions, according to **SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY ON 9- AND 10-MONTH AND 11- AND 12-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, 1980-81 THROUGH 1990-91** from the **National Center for Education Statistics** of the **U. S. Department of Education**. Regardless of rank, faculty earned higher salaries in public institutions than in private ones and in four year institutions than in two-year schools (**Table 228**).

Regardless of rank or type of institution, women faculty members earned less than their male colleagues. The salary gap is greatest for women at four-year institutions, where women earn only 79.6% as much as men. At two-year institutions, women earned 86.9% and 89.6% of male salaries at private and public schools respectively (**Table 229**). As in previous surveys, the salary difference between men and women is greatest at the full professor and lecturer ranks (**Table 230**).

Faculty salaries are highest in California at $51,363 for all ranks combined and lowest in Mississippi at $31,688 (**Table 231**). In addition to Mississippi, only in three other states did instructional faculty earn an average salary less than $40,000 - Vermont, South Dakota, and Maine.

The **National Science Foundation** reports in its **1991 SURVEY OF DOCTORATE RECIPIENTS** that among doctoral scientists and engineers employed as faculty in educational institutions in 1991, engineers reported the highest median academic year salary - $55,499, while PhD medical scientists reported the lowest - $40,800 (**Table 232**).

The **American Chemical Society's SALARIES 1993** ... found that chemists employed in colleges and universities earn less than those employed in other sectors of the economy. Among academic chemists, those engaged primarily in research report higher salaries than chemists engaged in teaching (**Table 233**). Salaries of PhD academic chemists by rank and years since bachelor's degree are shown in **Table 234**. Overall, median salaries of PhD chemists are $57,000 for professors, $42,000 for associate professors, and $36,000 for assistant professors.

Table 235 presents salaries of PhD chemists working in educational institutions by work specialty. Median salaries ranged from a high of $62,000 for professors whose specialty is in polymer chemistry to a low of $34,000 for assistant professors in physical chemistry. By type of institution, PhD chemists employed in medical schools reported the highest median salaries regardless of academic rank (**Table 236**).

As was true in other employment sectors, women PhD chemists employed in academic institutions reported lower salaries than their male colleagues regardless of academic rank. Male chemistry professors on 9-10 month contracts reported a median salary of $57,333, compared to $51,000 for female chemistry professors (**Table 237**). **Table 238** presents faculty salaries for PhD chemists by tenure status.

Geographically, PhD academic chemists who are full professors earn more in the New England and Middle Atlantic regions, and least in the East South Central area. For associate professors, those in the Middle Atlantic region report the highest salaries, followed closely by those in the New England region (**Table 239**).

The **American Institute of Physics** in its **1992 SALARIES, SOCIETY MEMBERSHIP SURVEY**, the eighth in a series initiated in 1982, reports that PhD physics professors employed in four-year colleges had a median salary of $50,300 compared to $32,500 for assistant professors (**Table 240**). However, doctoral physics professors employed in universities had a median of $63,000, while assistant professors earned $40,000 (**Table 241**). Women make up a small proportion of the physics workforce, and as in other fields, earn less than their male colleagues. A full male professor had an average salary of $65,800 compared to an average of $58,500 for women (**Table 242**).

The 36nd annual survey of faculty salaries and tenure by the **American Mathematical Society** and the **Mathematical Association of America** is based on returns from departments in the mathematical sciences, ranging from doctorate-granting departments in the top research universities to bachelor's institutions. There has been little movement in faculty salaries from 1991-92 to 1992-93 in the top research granting universities. Average salaries for mathematics faculty ranked from a high of $72,007 for professors in research universities to $33,882 for assistant professors at baccalaureate granting departments (**Table 243**). Overall, the more prestigious the doctoral-granting department, generally the higher salaries paid the faculty, regardless of rank.

The annual **1992-93 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY** conducted by the **American Psychology Association** and the **Council of Graduate Departments of Psychology** reports data submitted by 406 departments and professional schools covering 6,957 full-time faculty who hold the doctorate. Overall, the median salary for doctoral faculty in doctoral departments, regardless of rank or experience level was reported by those in the Middle Atlantic area, while the lowest was in the West South central region. Median salaries ranged from a high of $72,200 for full professors with at least 12 years of experience working in the Pacific area to a low of $32,489 for assistant professors working in the East South Central area (**Table 244**). Similar information is presented for full-time PhD faculty in U.S. master's departments of psychology in **Table 245**. Faculty salaries for master's level psychology faculty is shown on **Table 246**.

Type of department also affects the salary of academic psychologists as shown in **Table 247**. Median salaries for full professors with at least 12 years of experience ranged from a high of $64,849 in human development departments to a low of $56,278 in professional schools. **Table 248** presents salaries of faculty in psychology departments by rank, type of department and years in rank for 1992-93. PhD psychologists who are full professors earn more as faculty in university business departments and medical school psychiatry departments (**Table 249**). The median starting salary, regardless of rank in doctoral departments of psychology was $34,000, compared with a starting salary of $31,500 for those in master's level departments (**Table 250**). Again, as in every other field, women faculty in psychology report lower salaries than men regardless of rank, years in rank or type of department (**Table 251**).

The **American Geological Institute** in its **1991-92 GEOSCIENCE FACULTY SALARY SURVEY** received responses from departments of geology covering 918 faculty. Information from that survey is summarized in **Table 252**. Overall, faculty salary in the geosciences ranged from $61,800 for full professors to $36,900 for assistant professors.

The median salary for engineering professors and instructors in education reached $45,050 in 1992, according to the 21th survey report on **SALARIES OF ENGINEERS IN EDUCATION 1992** by the **Engineering Workforce Commission** of the **American Association of Engineering Societies**. The 1992 survey reports data from 273 schools covering 14,744 engineering educators. Full professors had an overall median salary in all engineering and technology schools of $67,650 compared to only $36,850 for instructors (**Table 253**). Faculty in engineering schools earn considerably more than their colleagues in technology schools as shown in **Tables 254** and **255**. For example, full professors in engineering schools reported a median salary of $68,250, nearly 30% more than the $47,700 earned by full professors in technology schools. Salaries of engineering faculty by rank, type of school and length of contact are shown in **Table 256**.

The average salary of faculty in chemical engineering departments, regardless of geographic area, in academic year 1992-93 ranged from a high of $98,217 for department executives to $35,321 for instructors, according to the **1992-93 Survey of Faculty Salaries, Chemical Engineering Departments,** prepared by **L. Davis Clements** for the **American Institute of Chemical Engineers**. By geographic area, the West South Central region reported both the highest - $109,477 for department executives - and the lowest $31,519 for instructors (**Table 257**).

Median salaries of civil engineering faculty ranged from a high of $90,970 for the chairperson in the Southeast to a low of $27,069 for an instructor in the Northeast, according to the **1992 Civil Engineering Faculty salary Survey,** conducted by the **American Society of Civil Engineers**. **Table 258** presents summary data of civil engineering faculty by rank, control and geographic area.

Salaries of pharmacy faculty increased 3.8% from 1990-91 to 1991-92, according to the **1991-92 PROFILE OF PHARMACY FACULTY** by the **American Association of Colleges of Pharmacy**. Regardless of type of school, discipline, rank or experience level, women faculty continue to earn less than their male colleagues, although the disparity is beginning to narrow. By discipline, on a calendar year basis, average salaries of pharmacy faculty ranged from a high of $66,765 for those in medicinal/pharm/chem/pharmacognosy to a low of $52,556 for those in pharmacy practice (**Table 259**). **Table 260** presents average salaries of pharmacy faculty by rank, years in rank and sex. **Table 261** shows that pharmacy faculty in the higher ranks earn more regardless of sex in public institutions and more at the lower ranks in private schools. Salaries for faculty on calendar year appointments by discipline and rank are presented in **Table 262,** while **Table 263** shows that the higher the academic degree, the higher the salary regardless of appointment year. This is true for both men and women.

Average salaries for physiology faculty regardless of type of school range from $82,414 for full professors to $29,935 for instructors, according to the annual survey of physiology departments conducted by the **American Physiological Society**. However, department chairmen reported the highest salary - $114,719. Medical schools pay higher salaries than non-medical schools, and private medical schools pay more than public ones (**Table 264**). Salaries increase with years in rank until they reach about 25 years, at which time they begin to fall, except for department chairmen who find their salaries dropping after about 15 years in rank (**Table 265**). By geographic region, salaries ranged from a high of $124,847 for chairmen of physiology departments in the Northeast to a low of $27,888 for instructors in the South (**Table 266**).

The median salary for deans of nursing ranged from $65,694 in the West to $58,583 in the Midwest, according to the **1991-92 Salaries of Deans and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing** by the **American Association of Colleges of Nursing** (**Table 267**). Public institutions paid deans of nursing more than do religious institutions (**Table 268**). Administrative nursing faculty salaries by position title are presented in **Table 269**.

Median faculty salaries in colleges of nursing varied from a high of $64,871 PhD professors to a low of $35,052 for non-PhD instructors for the calendar year 1991-92 according to the **1991-92 Faculty Salaries in Baccalaureate and Graduate Programs in Nursing** prepared by the **American Association of Colleges of Nursing** (**Table 270**). Female nursing faculty report higher median salaries regardless of degree at both the professor and associate professor ranks, but at the lower ranks, male faculty received higher salaries (**Table 271**).

Salary ranges for agronomy faculty are reported by rank and geographic region in **Table 272**. Overall, faculty generally do better in the West and poorest in the South.

The **1991-92 Survey of Departments** by the **American Political Science Association** covers data from 683 departments, varying from undergraduate through PhD. As shown in **Table 273**, except at the rank of associate professor, median salary ranges for women are lower than for men. **Table 274** presents median salaries for black faculty members in political science departments by rank and type of department.

Average salaries for professors in business schools rose to $69,600, according to the 25th annual **1992-1993 SALARY SURVEY** conducted by the **American Assembly of Collegiate Schools of Business**. The survey includes salary data from 498 institutions covering 24,321 faculty members and 3,458 administrators. Women comprise approximately 18.0% of the faculty at AACSB accredited schools.

Women with new PhDs received salaries that averaged 98.8% of the salaries paid to all new doctorates, and women ABDs received salaries that averaged 96.3% as shown in **Table 275**.

By field, salaries of business faculty ranged from a high of $77,000 for professors in behavioral science/organizational behavior to a low of $27,900 for instructors in business education **Table 276**). Overall, administrative personnel in business schools earn higher salaries than do faculty. Not surprisingly, administrators report higher salaries in accredited business schools than in non-accredited schools. Salaries by type of institution for administrative personnel in business schools are reported in **Table 277**.

Salaries of higher education administrators based on results from 1,432 institutions, rose 3.3% during 1992, according to the 16th annual **1992-93 ADMINISTRATIVE COMPENSATION SURVEY**, conducted by the **College and University Personnel Association**. Administrators at baccalaureate institutions received the largest median increase - 6.4%, while those working at doctoral and comprehensive institutions received increases of 3.7%. The Consumer Price Index rose 3.1% in the same period.
Most of the highest paid administrators on campus are deans, headed as usual, by the Dean of Medicine, with a median salary of $182,624. Salaries of administrators by position and type of institution are shown in **Table 278**.

Women and members of minority groups generally receive lower salaries than do majority men in similar positions. Some of the discrepancy can be explained by the fact that women and members of minority groups have spent less time in their current jobs. Median salaries paid to administrative personnel by position, type of institution, sex and minority/non-minority status are shown in **Tables 279** and **280** respectively.

The **National Education Association** in its **ESTIMATES OF SCHOOL STATISTICS** collects data on average annual salaries of instructional staff and classroom teachers, at both the elementary and secondary school level. In its 51st year, the NEA in its 1992-93 report estimates that the average classroom teacher's salary increased 3.6% over the previous year to $35,334. Highest average salaries for classroom teachers were paid by Connecticut - $48,850, followed by long-time leader Alaska at $46,373. Instructional staff also earned the most in Connecticut - $50,820 (**Table 281**). **Table 282** presents salaries by geographic region. Classroom teachers as a group earn more in the Far West and New England areas and least in the Southwest and Southeast.

SOURCE: College and Univerisity Personnel Association, 1992–93, *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* and 1992–93, *National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*

TABLE 218

AVERAGE FACULTY SALARIES IN COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1992–93

	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
DISCIPLINE/Major Field	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
AGRIBUSINESS/AGRI PRODUCTION	$56,369	$50,274	$44,629	$36,892	$36,700	$35,774	$29,396	$40,500	$24,586	$29,989	$46,637	$37,250
ARCHITECTURE/ENVIRON DESIGN	55,017	57,403	46,483	44,350	37,326	37,079	35,844	31,000	36,500	43,419	46,355	46,701
AREA AND ETHNIC STUDIES	57,322	54,376	47,923	44,317	36,047	37,500	36,651		30,150	37,200	47,818	46,402
BUSINESS AND MANAGEMENT												
Accounting	62,884	64,477	53,130	50,819	47,537	43,068	50,723	42,864	30,559	35,022	52,109	48,966
Administrative Asst/Secretarial Science	51,981	42,507	41,063	34,222	35,814	27,305	40,500	19,444	25,208	26,510	41,260	30,795
Business Managerial Economics	58,757	56,273	47,966	46,913	42,846	41,640	41,123	39,194	32,088	33,295	49,358	47,183
Business Administration & Mgmt., General	61,296	62,962	51,166	48,434	46,587	41,750	46,645	43,922	30,637	30,911	51,339	48,626
Business Management & Admin. Services	59,714	66,325	48,250	52,003	45,337	44,905	44,414	44,235	28,782	36,956	48,897	51,621
Business Marketing & Marketing Management	60,094	69,745	51,477	52,603	47,549	49,213	50,559	50,078	30,486	38,713	51,828	53,720
Enterprise Management & Operation	61,837	67,428	47,423	50,731	39,927	45,906	41,579	53,125	33,833	42,407	48,744	52,225
COMMUNICATIONS	52,137	48,406	41,675	40,470	33,642	32,067	32,591	30,096	26,534	26,953	39,163	37,218
COMMUNICATION TECHNOLOGIES	56,542	51,271	44,054	41,065	33,314	34,226	29,443	30,854	29,064	25,187	43,283	38,529
COMPUTER & INFO SCIENCES	61,069	57,074	49,858	45,140	43,019	38,438	43,346	36,799	29,127	32,687	48,656	43,714
EDUCATION	52,343	48,226	42,541	38,913	34,374	32,337	32,926	30,822	26,729	25,781	42,317	37,983
Counselor, Ed. Counseling & Guidance Service	52,275	53,520	41,971	40,386	34,794	35,191	34,353	36,750	26,902	35,000	43,980	42,714
Curriculum & Instruction	49,369	57,600	40,252	43,558	32,929	35,871	31,421	33,523	26,404	27,143	39,875	45,088
Education Administration	52,812	47,718	42,654	41,002	35,401	34,615	34,418	31,887	27,113	37,340	44,794	41,180
Reading Teacher Education	52,889	55,738	43,547	38,226	36,535	32,956	38,021	30,500	28,340	25,956	43,719	38,871
Special Education, General	51,589	46,858	41,410	42,424	33,765	32,857	33,545	33,488	26,223	24,393	42,064	60,079
Teacher Education, General Programs	50,082	43,663	40,841	36,840	34,232	31,366	31,746	30,521	26,752	27,165	39,701	35,384
Technology Teacher Ed./Industrial Arts Teach.	52,742		42,142		35,376		33,120		27,968		42,915	
ENGINEERING	65,171	70,223	51,745	53,285	44,797	45,944	44,741	43,873	34,707	37,348	55,398	58,862
ENGINEERING TECHNOLOGIES	51,977	54,409	43,893	42,529	37,685	37,702	37,717	42,500	39,149	40,247	43,146	43,974
FOREIGN LANGUAGES	53,241	51,870	41,554	41,248	33,193	33,214	31,468	30,897	25,924	27,294	40,851	40,016

* Includes 269 public and 487 private institutions

SOURCE: College and Univerisity Personnel Association, 1992–93, *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* and 1992–93, *National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*

TABLE 218 (Continued)

AVERAGE FACULTY SALARIES IN COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1992–93

DISCIPLINE/Major Field	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
HEALTH PROFESSIONS												
Nursing, (R.N. Training)	$51,876	$47,023	$41,051	$37,962	$34,297	$32,395	$32,180	$31,706	$28,644	$28,043	$37,117	$34,480
Occupational Therapy	56,994	52,946	37,005	42,045	36,294	36,112	34,700	36,531	27,358	34,365	37,591	38,537
Physical Therapy	57,178	58,471	44,253	48,012	39,051	39,702	42,875	37,858	34,087	38,349	42,356	43,955
Public Health, General	57,724	65,102	42,130	47,659	35,903	37,519	34,676	37,626	29,453	30,398	43,363	47,555
Speach Pathology/Audiology	54,303	54,807	42,428	39,721	34,875	34,962	33,847	37,125	28,135	28,096	42,118	40,778
HOME ECONOMICS	54,905	39,136	42,402	36,391	34,918	32,214	34,142	34,419	26,834	26,725	40,859	34,220
LEISURE STUDIES	52,780	43,735	42,814	38,087	34,819	30,131	31,725	28,024	29,028	26,146	41,199	34,484
LETTERS	51,918	50,273	41,032	38,995	32,344	31,616	30,773	29,769	24,053	26,880	40,190	39,818
LIBRARY AND ARCHIVAL SCIENCES	56,239	54,508	47,304	39,687	35,554	30,694	31,735	26,627	27,210	25,481	42,038	35,214
LIFE SCIENCES	54,366	51,573	43,435	40,342	35,104	33,103	32,711	31,190	25,666	27,193	45,844	42,944
MATHEMATICS	56,870	54,895	43,272	41,869	35,173	34,828	33,512	32,654	25,659	27,184	44,090	42,826
MULTI/INTERDISCIPLINARY STUDIES	54,692	52,388	40,671	38,499	32,396	31,668	33,743	34,062	26,274	31,653	40,096	40,870
PHILOSOPHY/RELIGION	55,570	49,837	41,772	39,542	32,698	31,923	31,524	29,663	25,727	27,473	45,255	41,256
PHYSICAL SCIENCES												
Chemistry, General	55,674	53,755	42,356	40,267	34,613	33,780	32,592	32,551	27,212	30,666	47,060	45,034
Geology	54,817	60,403	42,195	44,994	34,845	35,540	31,783	34,729	26,765	31,992	47,435	50,591
Physical Sciences	53,006	53,674	42,236	37,932	34,966	34,812	30,710	35,477	24,774	27,167	43,615	43,228
Physics, General	58,349	59,865	44,930	43,542	36,905	36,324	35,929	33,703	27,733	29,470	49,590	49,836
PROTECTIVE SERVICES	52,573	52,379	40,827	37,506	33,044	32,752	32,453	29,125	27,315	36,182	40,682	39,355
PSYCHOLOGY	53,783	52,426	42,430	40,276	33,676	33,105	32,234	31,538	28,395	30,339	44,703	42,633
PUBLIC AFFAIRS	56,572	48,037	45,060	39,246	35,473	33,300	34,654	32,927	30,052	25,150	44,063	38,013
SOCIAL SCIENCES	55,834	52,308	43,915	38,437	35,596	32,127	33,328	29,913	27,373	25,807	44,342	41,207
Anthropology	55,876	56,247	44,045	43,136	33,882	34,598	31,988	32,190	29,481	31,093	46,515	45,606
Economics	58,202	64,529	46,920	45,760	40,569	42,512	41,082	37,309	26,636	35,514	48,822	49,690
Geography	54,437	54,006	42,544	41,211	34,096	33,833	33,115	33,250	28,028	28,225	44,942	41,968
History	53,612	52,137	41,869	41,086	31,860	32,639	31,515	31,111	26,376	30,546	45,272	43,323
Political Science, General	55,615	55,739	42,758	41,822	33,754	34,185	31,959	32,082	27,923	30,989	45,424	44,595
Sociology	51,910	51,350	41,336	40,734	33,279	32,981	32,023	31,768	26,932	29,331	43,098	41,840
VISUAL & PERFORMING ARTS	49,635	49,265	39,429	38,426	32,111	30,952	28,985	30,176	26,555	27,358	39,315	37,898
Art, General	51,147	47,998	40,378	37,761	32,573	31,322	30,670	28,952	25,972	27,051	41,837	37,998
Drama/Theater Arts	52,432	50,191	39,680	38,898	31,922	31,068	30,083	29,898	25,645	30,025	40,553	38,269
Music, General	50,679	46,792	39,679	37,617	31,785	31,101	30,257	29,982	25,796	26,936	40,549	38,041
ALL DISCIPLINES	55,000	53,881	43,745	42,091	36,049	34,773	34,639	32,870	27,019	29,024	44,391	42,786

SOURCE: College and Univerisity Personnel Association, 1991–92, *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities*

TABLE 219

AVERAGE FACULTY SALARIES FOR PUBLIC COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1991–92

DISCIPLINE/MAJOR FIELD	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
AGRIBUSINESS/AGRI PRODUCTION	251	$51,116	143	$39,480	116	$33,416	18	$34,067	20	$22,844	530	$43,035
ALLIED HEALTH	127	49,281	229	40,937	328	33,052	35	32,220	154	27,209	838	36,592
Occupational Therapy	13	52,774	30	43,021	48	37,293	5	37,073	25	30,451	116	39,034
Physical Therapy	21	51,357	57	41,483	71	36,272	7	40,352	33	28,718	182	38,352
ARCHITECTURE/ENVIRON DESIGN	151	54,920	121	42,434	110	34,595	16	32,563	8	28,381	390	44,769
AREA AND ETHNIC STUDIES	66	55,444	55	45,409	48	34,684	4	33,296	7	23,252	176	45,365
BUSINESS AND MANAGEMENT	512	60,741	499	50,470	584	46,399	78	49,607	144	30,133	1,739	50,443
Accounting	528	62,262	580	51,784	675	46,097	92	51,749	174	30,024	1,957	50,714
Business Economics	360	56,279	287	45,458	293	40,882	28	42,139	61	29,264	1,001	47,023
Business Management & Admin.	827	57,168	869	47,701	862	42,792	125	46,213	205	27,702	2,763	47,519
Hotel/Motel Management	19	53,264	48	46,815	55	35,955	6	40,133	9	30,887	131	42,096
Marketing Management	306	61,591	256	50,796	261	47,123	44	49,273	73	29,642	896	51,689
Secretarial & Related Programs	92	47,258	113	39,162	105	32,612	7	35,573	42	24,340	352	37,555
COMMUNICATIONS	464	51,019	539	40,221	693	32,285	96	31,466	270	26,471	1,966	38,084
COMMUNICATION TECHNOLOGIES	64	54,496	48	42,103	64	33,626	7	34,972	31	30,463	207	41,570
COMPUTER & INFO SCIENCES	537	59,466	606	48,590	700	42,045	59	44,263	184	28,037	2,027	47,345
EDUCATION	1,299	50,666	1,071	40,561	1,062	33,185	188	32,802	188	24,836	3,620	41,207
Curriculum & Instruction	374	49,380	258	40,319	333	32,500	66	30,862	92	25,095	1,057	39,736
Higher Education Administration	173	54,065	109	43,093	92	35,053	20	37,331	17	31,944	391	45,571
Industrial Arts Education	171	51,488	132	41,261	145	32,295	18	33,278	46	28,102	494	41,531
Physical Education	654	50,230	691	40,698	880	33,504	88	31,867	505	27,995	2,730	38,312
Reading Education	73	50,846	66	41,763	71	34,605	8	32,485	46	25,050	256	39,364
Special Education, General	305	51,712	183	40,844	184	33,362	42	32,002	70	28,458	742	42,287
Student Counseling/Personnel Serv	242	50,773	181	40,622	158	33,398	28	33,426	14	31,899	595	42,627
Teacher Education, Gen. Programs	565	49,893	418	41,114	529	33,333	94	32,651	138	27,963	1,650	40,525
ENGINEERING	1,040	60,028	864	48,658	690	42,343	106	43,261	189	31,236	2,783	50,158
ENGINEERING TECHNOLOGIES	276	49,873	349	40,757	350	35,022	39	34,108	108	28,172	1,083	39,971
FOREIGN LANGUAGES	651	51,637	645	39,705	724	31,447	104	30,276	242	24,692	2,262	38,889

SOURCE: College and Univerisity Personnel Association, 1991–92, *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities*

TABLE 219 (Continued)

AVERAGE FACULTY SALARIES FOR PUBLIC COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1991–92

DISCIPLINE/MAJOR FIELD	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
HEALTH SCIENCES												
Nursing, General	275	$51,127	803	$43,774	1,468	$33,179	121	$32,027	469	$27,972	3,015	$36,029
Speech Pathology/Audiology	193	53,774	178	41,330	188	34,186	23	31,252	57	26,227	616	41,650
HOME ECONOMICS	172	50,737	292	40,520	328	33,541	42	32,493	121	26,729	913	38,109
LETTERS	2,094	50,198	1,677	39,167	1,734	31,224	238	30,504	866	23,866	6,371	38,550
LIBRARY AND ARCHIVAL SCIENCES	103	52,285	132	41,266	167	33,882	12	31,050	35	27,064	437	39,903
LIFE SCIENCES	1,794	51,051	1,040	41,058	878	33,287	133	31,209	137	24,802	3,849	43,364
MATHEMATICS	1,513	53,438	1,337	41,304	1,366	34,271	189	33,562	586	25,219	4,802	41,163
MULTI/INTERDISCIPLINARY STUDIES	119	50,465	137	37,131	167	30,152	12	31,472	48	25,772	471	36,868
PHILOSOPHY/RELIGION	522	52,590	329	40,221	291	31,927	40	30,496	35	27,608	1,177	43,281
PHYSICAL SCIENCES												
Chemistry, General	1,188	53,452	497	40,489	520	33,232	88	32,471	78	25,611	2,286	45,073
Geology	432	53,168	245	40,716	167	33,087	26	32,437	29	30,307	873	45,072
Physical Sciences	315	53,627	171	40,002	170	33,636	27	33,322	47	25,230	703	43,647
Physics, General	901	55,088	426	42,070	330	34,862	64	33,406	46	24,872	1,703	47,095
PROTECTIVE SERVICES	110	48,969	148	39,089	151	32,270	18	31,907	38	28,061	447	38,279
PSYCHOLOGY	1,431	53,207	930	41,221	834	33,838	141	31,319	99	27,544	3,294	44,147
PUBLIC AFFAIRS	187	53235	260	42694	237	33,845	30	32,589	71	29,924	744	41,326
SOCIAL SCIENCES	380	50,997	350	39,359	317	30,688	44	30,621	63	26,475	1,110	40,135
Anthropology	238	53,304	174	40,661	133	31,907	28	30,666	14	28,834	559	43,665
Economics	473	57,682	360	45,192	340	38,535	52	38,950	55	30,267	1,228	47,491
Geography	318	52,146	233	40,707	199	33,170	27	32,644	27	27,959	777	43,015
History	1,398	51,432	699	39,904	590	31,350	112	30,265	67	27,429	2,754	43,619
Political Science & Govemment	779	53,069	502	40,642	518	32,203	86	31,563	66	27,102	1,865	43,009
Sociology	703	51,692	584	40,819	456	32,786	64	31,530	53	27,347	1,796	42,638
VISUAL & PERFORMING ARTS	366	48,456	345	38,109	356	30,593	57	29,290	59	26,567	1,126	38,491
Dramatic Arts	282	52,188	294	38,596	321	31,040	57	29,164	57	26,400	954	39,342
Drawing	797	48,473	598	38,351	542	31,248	79	29,041	110	27,164	2,047	39,810
Music	1,103	48,910	992	38,199	930	31,132	120	29,769	225	26,385	3,250	38,993
ALL DISCIPLINES	28,347	52,819	23,180	41,891	23,929	34,718	3,358	34,197	6,653	26,819	82,109	42,352

* Includes 290 institutions

SOURCE: College and University Personnel Association, 1991–92, *National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*

TABLE 220

AVERAGE FACULTY SALARIES FOR PRIVATE COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1991–92

DISCIPLINE/MAJOR FIELD	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
AGRIBUSINESS/AGRI PRODUCTION	9	$50,299	7	$34,620	14	$31,830	1	$21,050	2	$20,415	32	$36,921
ALLIED HEALTH	25	55,302	68	43,918	76	34,538	6	36,371	50	28,065	219	38,343
Occupational Therapy	12	46,529	17	39,706	40	35,238	4	30,326	9	30,271	78	37,375
Physical Therapy	2	48,488	34	45,838	60	36,962	15	40,641	19	36,059	115	39,637
ARCHITECTURE/ENVIRON DESIGN	65	60,423	74	44,673	58	36,090	10	33,376	23	31,762	220	45,713
AREA AND ETHNIC STUDIES	21	52,757	23	38,085	12	33,693	2	31,450	4	25,238	60	41,485
BUSINESS AND MANAGEMENT	325	71,688	403	50,635	512	43,324	60	41,264	85	29,948	1,325	51,647
Accounting	212	59,767	984	39,880	468	40,457	43	41,843	97	32,280	1,716	42,009
Business Economics	183	53,167	228	43,787	224	38,796	24	38,474	29	29,859	664	44,080
Business Management & Admin.	523	59,667	736	46,070	771	40,443	86	42,732	128	28,860	2,158	46,334
Hotel/Motel Management	6	66,067	17	42,492	17	36,454	2	38,250	10	29,648	50	40,699
Marketing Management	77	61,936	135	51,011	137	45,639	20	49,083	32	36,090	381	50,034
Secretarial & Related Programs	6	40,988	16	30,671	28	23,435	3	24,933	19	26,540	69	27,494
COMMUNICATIONS	206	46,698	332	38,540	473	31,171	63	30,772	129	24,603	1,140	35,380
COMMUNICATION TECHNOLOGIES	28	51,448	44	40,223	72	33,401	16	31,716	20	26,075	164	37,419
COMPUTER & INFO SCIENCES	218	58,410	387	44,378	443	38,470	42	36,887	107	30,814	1,155	43,504
EDUCATION	513	48,776	539	37,969	657	31,623	106	31,390	99	24,399	1,809	37,986
Curriculum & Instruction	31	56,297	30	42,725	23	33,871	4	32,040	8	25,211	92	43,561
Higher Education Administration	24	54,369	30	42,775	18	35,063	5	32,860	3	37,646	75	44,397
Physical Education	219	42,784	355	37,322	368	30,698	43	28,274	187	25,865	1,129	34,324
Reading Education	9	44,021	11	36,050	11	30,381	2	28,097	6	20,493	37	33,781
Special Education, General	38	49,219	51	40,641	37	30,330	7	29,521	8	26,496	134	39,382
Student Counseling/Personnel Serv	34	51,957	33	40,202	28	35,205	6	32,354	4	21,299	99	42,062
Teacher Education, Gen. Programs	182	42,868	195	35,744	258	30,153	42	29,485	45	24,209	680	34,758
ENGINEERING	882	71,292	605	52,577	477	45,989	55	43,244	23	28,792	1,987	59,027
ENGINEERING TECHNOLOGIES	56	53,234	89	43,939	63	36,477	5	37,800	18	32,406	226	43,243
FOREIGN LANGUAGES	577	49,480	647	39,301	821	29,884	106	25,737	169	25,737	2,114	38,412

SOURCE: College and Univerisity Personnel Association, 1991–92, *National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*

TABLE 220 (Continued)

AVERAGE FACULTY SALARIES FOR PRIVATE COLLEGES AND UNIVERSITIES* BY DISCIIPLINE (MAJOR FIELD) AND RANK, 1991–92

DISCIPLINE/MAJOR FIELD	RANK											
	Professor		Asso. Professor		Asst. Professor		New Ass't. Prof.		Instructor		ALL RANKS	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
HEALTH SCIENCES												
Nursing, General	163	$44,914	450	$36,591	868	$31,518	106	$29,611	283	$28,021	1,764	$33,489
Speech Pathology/Audiology	24	51,688	36	38,955	36	33,118	6	36,425	4	28,490	100	39,491
HOME ECONOMICS	19	40,733	48	36,975	82	31,678	4	29,079	12	26,087	161	33,909
LETTERS	1,285	48,819	968	37,809	1,178	30,630	171	29,100	207	25,493	3,638	38,672
LIBRARY AND ARCHIVAL SCIENCES	22	48,574	76	37,571	102	31,024	7	25,866	23	25,946	223	34,463
LIFE SCIENCES	951	49,412	633	38,068	511	31,887	88	30,309	52	23,411	2,147	41,266
MATHEMATICS	808	53,789	762	40,429	807	33,043	107	31,759	191	25,269	2,568	41,184
MULTI/INTERDISCIPLINARY STUDIES	70	48,548	49	38,578	73	31,291	8	29,571	41	25,784	233	37,038
PHILOSOPHY & RELIGION	903	47,154	587	38,162	579	31,009	86	29,682	62	24,798	2,131	39,640
PHYSICAL SCIENCES	115	51,347	48	38,164	95	32,541	12	29,242	9	23,963	267	41,363
Chemistry, General	801	52,600	397	38,905	376	32,352	57	30,168	36	26,502	1,610	43,910
Geology	150	61,768	67	44,074	46	34,073	6	30,558	2	27,800	265	52,228
Physics, General	549	58,620	297	42,311	251	35,138	31	31,232	18	26,197	1,115	48,466
PROTECTIVE SERVICES	28	4,873	31	38,928	25	30,617	1	33,000	3	23,450	87	39,110
PSYCHOLOGY	772	50,840	639	39,006	580	32,063	109	31,186	39	24,192	2,030	41,238
PUBLIC AFFAIRS	60	47137	129	38768	170	31,676	21	31,020	14	26,940	373	36,438
SOCIAL SCIENCES	236	51,780	195	37,934	182	31,488	22	29,965	23	24,468	636	40,740
Anthropology	91	53,514	76	40,869	63	33,333	9	31,167	4	31,091	234	43,590
Economics	270	66,262	284	43,305	255	38,158	30	36,851	21	32,003	830	48,905
Geography	39	49,668	18	39,133	31	32,502	7	29,686	1	21,000	89	41,236
History	758	50,016	479	39,308	443	31,501	80	29,613	39	26,395	1,719	41,724
Political Science & Government	445	53,967	329	40,445	336	32,503	47	30,882	40	29,060	1,150	42,961
Sociology	342	48,766	357	38,416	297	31,936	41	30,570	18	26,953	1,014	39,805
THEOLOGY	590	42841	346	36826	274	30162	32	28782	44	27670	1254	37878
VISUAL & PERFORMING ARTS	187	46,636	216	37,503	250	30,664	28	29,313	29	25,900	682	37,006
Dramatic Arts	152	48,128	180	36,952	228	29,672	50	29,239	42	27,901	602	36,385
Drawing	281	46,087	270	36,418	290	29,796	26	27,430	51	25,339	892	36,677
Music	591	44,814	603	36,247	547	29,816	71	29,353	102	25,413	1,843	36,485
ALL DISCIPLINES	15,185	52,425	14,660	40,380	15,041	33,726	2,041	32,209	2,743	27,024	47,629	41,349

* Includes 517 institutions

SOURCE: American Association of University Professors, *The Annual Report on the Economic Status of the Profession, 1992–93, ACADEME*, March–April 1993

TABLE 221

AVERAGE SALARY OF FACULTY BY ACADEMIC RANK, TYPE OF INSTITUTION (CATEGORY) AND TYPE OF AFFILIATION, 1992–93

TYPE OF INSTITUTION AND ACADEMIC RANK	ALL COMBINED		PUBLIC		PRIVATE INDEPENDENT		CHURCH–RELATED	
	Average Salary	% Change Over 1991–92	Average Salary	% Change Over 1991–92	Average Salary	% Change Over 1991–92	Average Salary	% Change Over 1991–92
CATEGORY I								
(Doctoral Level)								
Professor	$66,780	3.4	$63,250	2.2	$80,280	4.0	$70,770	4.5
Associate Professor	47,220	2.8	45,840	1.7	53,860	3.7	50,640	4.1
Assistant Professor	40,110	3.5	38,880	2.4	45,510	3.7	42,090	4.1
Instructor	28,240	2.4	27,170	2.3	35,590	2.9	33,560	2.0
Lecturer	33,200	2.1	32,890	3.7	35,180	3.2	29,560	1.0
ALL RANKS	52,450	3.3	50,070	2.1	63,240	3.9	52,810	4.2
CATEGORY II–A								
(Comprehensive)								
Professor	54,760	2.6	54,240	3.1	57,060	3.7	55,970	5.3
Associate Professor	43,680	2.5	43,430	2.0	44,020	3.2	44,800	4.7
Assistant Professor	36,160	2.8	36,160	2.3	35,360	3.5	37,090	4.4
Instructor	27,590	2.4	27,600	2.1	26,310	4.1	29,380	2.9
Lecturer	27,790	1.4	27,300	1.1	29,860	3.4	36,650	3.4
ALL RANKS	43,950	2.6	43,790	2.1	44,140	3.5	44,800	4.7
CATEGORY II–B								
(General Baccalaureate)								
Professor	47,390	3.7	48,600	2.2	54,620	4.2	43,210	4.2
Associate Professor	38,900	3.4	40,180	1.8	41,710	3.9	36,220	4.0
Assistant Professor	32,420	3.4	33,430	2.0	34,400	3.7	30,500	4.1
Instructor	26,230	3.4	26,440	2.4	27,480	3.6	25,520	4.2
Lecturer	29,250	3.5	26,980	−1.2	37,340	7.9	24,480	9.3
ALL RANKS	38,430	3.5	28,860	2.0	42,420	4.0	36,160	4.1
CATEGORY III								
(Two–Year Colleges With Ranks)								
Professor	47,310	3.9	47,820	2.9	36,710	2.8	32,010	3.1
Associate Professor	39,300	3.7	39,760	2.1	31,800	2.0	29,290	4.6
Assistant Professor	33,800	3.9	34,300	2.1	27,100	2.1	24,850	3.6
Instructor	28,460	5.1	28,850	2.4	21,950	1.6	21,550	0.5
Lecturer	25,280	6.6	25,440	6.8	18,500		20,050	
ALL RANKS	37,800	4.0	38,320	2.4	29,000	1.8	27,080	3.3
CATEGORY IV								
(Two–Year Colleges Without Ranks)								
No Rank	[illegible]	2.3	38,890	2.3	27,500	6.6	25,710	1.8
ALL CATEGORIES COMBINED EXCEPT IV)								
Professor	59,520	2.6	58,370	2.0	68,690	3.9	51,190	4.4
Associate Professor	44,110	2.3	44,070	1.6	46,910	3.5	40,790	4.1
Assistant Professor	36,730	2.6	37,000	2.1	38,610	3.5	33,650	4.0
Instructor	27,660	2.3	27,750	2.0	28,290	2.9	26,620	3.7
Lecturer	31,010	1.8	30,410	1.4	34,450	3.6	29,160	3.5
ALL RANKS	46,270	2.5	46,000	1.9	51,570	3.7	40,370	4.2

NOTE: Blanks indicate too few responses to be meaningful. Sample includes 2,269 institutions.

SOURCE: American Association of University Professors, *The Annual Report on the Economic Status of the Profession, 1992–93*, ACADEME, March–April 1993

TABLE 222

AVERAGE COMPENSATION OF FACULTY BY ACADEMIC RANK, CATEGORY AND TYPE OF AFFILIATION, 1992–93

TYPE OF INSTITUTION AND ACADEMIC RANK	ALL COMBINED	PUBLIC	PRIVATE INDEPENDENT	CHURCH–RELATED
CATEGORY I				
(Doctoral Level)				
Professor	$82,200	$77,810	$99,700	$87,630
Associate Professor	59,260	57,360	68540	63,660
Assistant Professor	50,300	48,740	57,370	52,200
Instructor	35,940	34,580	45,380	42,260
Lecturer	42,160	41,670	46,070	37,140
ALL RANKS	65,170	62,090	79,200	66,980
CATEGORY II–A				
(Comprehensive)				
Professor	68,370	67,800	71,560	69,710
Associate Professor	55,150	54,900	55,460	56,300
Assistant Professor	45,730	45,950	44,040	46,460
Instructor	34,980	35,250	32,400	36,480
Lecturer	35,390	34,820	37,680	45,890
ALL RANKS	55,240	55,120	55,320	56,000
CATEGORY II–B				
(General Baccalaureate)				
Professor	60,780	60,790	39,090	54,030
Associate Professor	49,010	50,840	52,710	45,130
Assistant Professor	40,570	52,600	43,050	37,700
Instructor	32,570	33,940	33,570	31,120
Lecturer	36,800	34,200	46,820	30,340
ALL RANKS	48,240	48,110	53,450	43,780
CATEGORY III				
(Two–Year Colleges With Ranks)				
Professor	60,080	60,770	45,410	39,890
Associate Professor	50,070	50,750	38,860	35,390
Assistant Professor	43,400	44,140	33,220	30,350
Instructor	36,700	37,300	26,660	26,270
Lecturer	32,260	32,510	22,130	24,630
ALL RANKS	48,280	49,020	35,570	33,110
CATEGORY IV				
(Two–Year Colleges Without Ranks)				
No Rank	48,150	48,320	33,180	31,330
ALL CATEGORIES				
COMBINED EXCEPT IV)				
Professor	73,820	72,210	85,760	63,760
Associate Professor	55,560	55,470	59,400	51,170
Assistant Professor	46,310	45,660	48,400	41,770
Instructor	35,110	35,560	35,030	32,660
Lecturer	39,390	38,630	43,910	36,470
ALL RANKS	57,890	57,540	61,690	50,310

NOTE: Sample includes 2,269 institutions.

SOURCE: American Association of University Professors, *The Annual Report on the Economic Status of the Profession, 1992–93*, ACADEME, March–April 1993

TABLE 223

AVERAGE SALARIES OF FACULTY BY ACADEMIC RANK, CATEGORY, TYPE OF AFFILIATION, AND SEX, 1992–93

CATEGORY/ACADEMIC RANK	ALL COMBINED			PUBLIC			PRIVATE/INDEPENDENT			CHURCH RELATED		
	Men	Women	%W*	Men	Women	%W*	Men	Women	%W*	Men	Women	%W*
CATEGORY I (Doctoral Level)												
Professor	$67,440	$60,550	89.8	$63,730	$57,350	90.0	$81,360	$71,530	87.9	$71,560	$64,950	90.8
Associate Professor	47,830	44,890	93.9	46,370	43,420	93.6	54,910	51,300	93.4	51,500	48,200	93.6
Assistant Professor	41,410	37,790	91.3	40,060	36,690	91.6	46,940	42,770	91.1	43,550	40,150	92.2
Instructor	29,660	27,170	91.6	28,230	26,340	93.3	37,080	34,040	91.8	35,440	32,060	90.5
Lecturer	35,620	30,780	86.4	35,090	30,540	87.0	38,700	32,240	83.3	31,390	28,010	89.2
CATEGORY II–A (Comprehensive)												
Professor	55,270	52,500	95.0	54,670	52,330	95.7	57,780	53,720	93.0	56,850	52,010	91.5
Associate Professor	44,380	42,070	94.8	44,080	41,930	95.1	44,810	42,190	94.2	45,640	42,710	93.6
Assistant Professor	37,150	34,890	93.9	37,130	34,910	94.0	36,510	34,040	93.2	38,040	35,890	94.3
Instructor	28,690	26,850	93.6	28,850	26,770	92.8	26,570	26,120	98.3	30,380	28,630	94.2
Lecturer	29,630	26,640	89.9	29,110	26,200	90.0	31,290	28,620	91.5	37,740	35,280	93.5
CATEGORY II–B (General Baccalaureate)												
Professor	49,040	46,220	94.2	48,830	47,340	96.9	55,290	51,720	93.5	43,880	41,120	93.7
Associate Professor	39,520	37,720	95.4	40,470	39,210	96.9	42,390	40,470	95.5	36,740	34,840	94.8
Assistant Professor	32,980	31,810	96.5	33,970	32,580	95.9	35,000	33,820	96.6	30,970	30,000	96.9
instructor	26,820	25,890	96.5	27,410	25,860	94.3	27,860	27,270	97.9	25,860	27,310	105.6
Lecturer	30,320	28,720	94.7	27,640	26,720	96.7	37,600	37,140	98.8	26,460	23,160	87.5
CATEGORY III (Two–Year Col. with Ranks)												
Professor	48,060	45,060	93.8	48,540	45,650	94.0	37,970	34,750	91.5	32,160	31,280	97.3
Associate Professor	40,030	37,780	94.4	40,440	38,120	94.3	34,400	29,050	84.4	29,690	28,710	96.7
Assistant Professor	34,390	32,830	95.5	34,820	33,380	95.9	27,930	26,490	94.8	25,270	24,580	97.3
Instructor	28,890	27,890	96.5	29,210	28,370	97.1	22,460	21,730	96.7	22,130	21,150	95.6
Lecturer	26,520	24,100	90.9	26,670	24,250	90.9		18,500				
CATEGORY IV (Institutions without Rank)												
(Two–Year Colleges Without Ranks)												
No Rank	41,980	32,080	76.4	42,110	32,160	76.4	28,660	27,760	96.9	26,180	25,100	95.9
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	60,620	53,460	88.2	59,240	52,900	89.3	70,180	59,970	85.5	52,430	46,720	89.1
Associate Professor	44,990	41,830	93.0	44,810	41,840	93.4	48,070	44,410	92.4	41,940	38,650	92.2
Assistant Professor	38,010	35,080	92.3	38,110	35,310	92.7	40,300	36,390	90.3	34,600	32,710	94.5
Instructor	28,570	26,960	94.4	28,670	27,010	94.2	29,340	27,750	94.6	27,350	26,200	95.8
Lecturer	33,310	29,110	87.4	32,610	28,570	87.6	37,240	32,150	86.3	31,410	27,390	87.2

NOTES: Blanks indicate too few responses to be meaningful. Sample includes 2,147 institutions. * Women's salaries as a percent of Men's

SOURCE: American Association of University Professors, *The Annual Report on the Economic Status of the Profession, 1992–93*, ACADEME, March–April 1993

TABLE 224

AVERAGE SALARY OF FACULTY BY ACADEMIC RANK, TYPE OF INSTITUTION (CATEGORY), AND GEOGRAPHIC REGION, 1992–93

TYPE OF INSTITUTION AND ACADEMIC RANK	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I (Doctoral Level)									
Professor	$72,910	$56,670	$62,390	$65,780	$76,110	$74,560	$62,090	$58,240	$64,540
Associate Professor	50,250	42,840	45,520	47,640	52,820	49,460	44,210	43,150	45,930
Assistant Professor	42,460	37,330	39,100	40,040	43,510	43,180	38,380	37,130	38,980
Instructor	30,780	27,640	26,960	27,170	29,810	34,580	27,160	25,540	29,030
Lecturer	40,110	30,620	25,970	30,370	33,900	38,290	28,760	28,320	29,060
ALL RANKS	58,150	46,080	49,800	52,000	59,090	58,700	48,180	46,260	50,340
CATEGORY II–A (Comprehensive)									
Professor	59,410	56,310	50,490	52,740	59,730	59,470	48,540	47,600	51,760
Associate Professor	46,800	45,580	41,250	43,230	47,440	46,820	40,090	39,440	41,660
Assistant Professor	38,600	39,580	34,800	36,450	38,900	39,020	33,500	33,040	35,410
Instructor	30,910	33,650	27,680	27,430	32,250	31,410	25,640	25,750	27,550
Lecturer	31,170	29,040	24,500	27,700	30,990	32,670	23,600	23,650	28,900
ALL RANKS	51,460	45,040	40,680	42,950	47,980	48,500	38,060	38,620	41,150
CATEGORY II–B (General Baccalaureate)									
Professor	53,800	45,160	45,080	46,840	54,390	57,890	42,850	39,800	45,220
Associate Professor	40,190	35,770	36,680	38,040	43,230	42,830	36,410	32,970	36,920
Assistant Professor	34,620	31,220	31,190	31,960	35,030	35,610	31,400	28,860	30,830
Instructor	29,550	25,100	26,430	27,280	28,420	29,150	26,070	23,850	25,050
Lecturer		26,460	27,760	27,110	33,610	39,620	23,390		27,810
ALL RANKS	42,830	37,010	36,090	37,890	42,630	44,410	34,980	32,260	36,190
CATEGORY III (Two–Year Colleges With Ranks)									
Professor	54,350	36,140	46,270	46,190	53,410	41,420	42,250	38,070	45,300
Associate Professor	47,040	32,140	38,500	40,200	44,090	33,180	37,790	33,190	37,260
Assistant Professor	41,290	29,850	32,500	32,600	37,100	30,710	34,320	28,640	31,950
Instructor	36,960	26,850	27,650	28,570	30,390	28,030	28,600	23,740	26,380
Lecturer		27,220		24,700	24,100	23,670	22,680	20,880	25,710
ALL RANKS	44,670	30,230	38,080	37,910	42,700	36,630	34,890	29,670	36,180
CATEGORY IV (Two–Year Colleges Without Ranks)									
No Rank	49,650	32,850	34,880	41,770		31,010	33,650	28,690	28,580
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	65,030	54,840	54,590	59,210	65,100	65,390	55,020	51,490	56,860
Associate Professor	47,960	42,280	41,710	44,520	47,880	46,790	41,470	39,530	42,340
Assistant Professor	40,170	36,700	35,150	37,130	38,980	39,210	35,310	33,570	35,400
Instructor	32,510	29,090	27,100	27,460	30,230	30,780	26,790	24,900	27,070
Lecturer	39,040	29,670	25,240	28,900	32,110	37,690	26,840	25,890	28,790
ALL RANKS	53,790	43,910	42,900	46,510	50,020	51,360	42,000	40,130	43,790

NOTE: Blanks indicate too few responses to be meaningful or no one in rank. Sample includes 2,264 institutions.

SOURCE: American Association of University Professors, *The Annual Report on the Economic Status of the Profession, 1992–93*, ACADEME, March–April 1993

TABLE 225

AVERAGE SALARY, FRINGE BENEFITS, COMPENSATION AND PERCENT TENURED OF FULL–TIME FACULTY BY ACADEMIC RANK, 1992–923

ACADEMIC RANK	Average Salary	Average Fringe Benefits	Average Compen–sation	Benefits As % of Salary	% Tenured
Professor	$59,519	$14,305	$73,823	24.0	96.5
Associate Professor	44,113	11,442	55,555	25.9	83.3
Assistant Professor	36,776	9,531	46,309	25.9	15.7
Instructor	27,759	7,446	35,105	26.8	5.5
Lecturer	31,014	8,372	39,385	27.0	1.9
No Rank	34,932	8,616	43,548	24.7	20
ALL RANKS	46,273	11,613	57,886	25.1	63.7

Note: Does not include two–year institutions without ranks

SOURCE: Oklahoma State University, 1992–93 and 1991–92 *Faculty Salary Survey of Institutions Belonging to NASULGC*, as reported in *ACADEME*, American Association of University Professors, March–April 1993

TABLE 2[illegible]

AVERAGE SALARY OF FACULTY BY DISIPLINE AND ACADEMIC RANK, 1992–923

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		NEW ASSISTANT PRO–FESSOR
DISCIPLINE	Average Salary	% Change Since 1991–92	Average Salary	% Change Since 1991–92	Average Salary	% Change Since 1991–92	Average Salary
AgriBusiness	$57,365	5.8	$44,017	7.3	$37,091	5.7	$36,052
Architecture	59,054	5.0	44,247	3.7	35,811	3.7	33,409
Business and Management	75,392	3.5	59,079	3.9	55,273	3.3	56,360
Communications	58,029	4.0	42,991	3.4	35,480	3.1	34,051
Computer & Information Sciences	74,478	3.6	55,868	2.6	48,275	3.2	46,453
Education	55,691	3.6	42,570	2.8	34,480	3.6	32,864
Engineering	72,920	3.9	53,867	1.8	46,860	2.4	44,708
Foreign Languages	58,444	9.1	40,920	4.6	33,184	4.1	32,101
Health Sciences	74,256	1.6	55,441	1.4	48,493	5.1	49,005
Home Economics	55,868	2.6	42,438	2.1	35,236	2.6	35,500
Interdisciplinary Studies	61,847	−2.5	40,127	−4.0	31,463	−3.9	32,484
Law	87,462	4.2	62,141	3.4	57,023	0.8	51,279
Letters	56,869	4.5	40,617	2.7	32,635	3.4	32,367
Library Sciences	61,700	3.2	43,532	−4.4	35,763	1.1	31,833
Mathematics	63,524	5.2	44,463	3.4	37,938	3.5	37,250
Philosophy and Religion	58,096	4.8	40,163	2.7	32,718	3.7	30,822
Physical Sciences	65,538	4.8	44,512	2.0	38,332	3.6	36,595
Psychology	61,956	4.0	42,991	3.5	35,617	3.4	34,996
Public Affairs	62,322	5.8	45,021	1.2	36,707	3.1	36,842
Social Sciences	62,152	4.9	43,184	3.2	35,821	3.6	34,678
Visual & Performing Arts	52,289	4.3	38,963	2.9	31,354	2.4	29,961
ALL MAJOR FIELDS	64,356	4.4	46,508	2.6	40,450	3.8	38,919

SOURCE: Data from the Association of American Medical Colleges, as reported in *ACADEME*, American Association of University Professors, March–April 1993

TABLE 227

NUMBER AND AVERAGE SALARY IN PRECLINIAL DEPARTMENTS OF MEDICAL SCHOOLS BY DEPARTMENT, AFFILIATION,AND RANK, 1992–93

AFFILIATION & DEPARTMENT	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR	
	Number	Salary	Number	Salary	Number	Salary	Number	Salary
PUBLIC								
Anatomy	390	$80,100	384	$58,100	270	$45,800	42	$33,900
Biochemistry	453	84,300	249	57,100	219	45,900	23	33,000
Microbiology	343	84,300	274	58,900	245	45,900	25	33,100
Pharmacology	338	83,000	239	59,600	226	47,300	42	31,700
Physiology	471	82,900	297	58,900	217	45,700	24	33,800
Other Basic Sciences	168	86,000	131	61,000	167	48,400	34	37,500
ALL COMBINED	2,163	83,200	1,574	58,700	1,344	46,400	190	39,900
PRIVATE								
Anatomy	169	85,600	232	61,100	184	46,800	17	36,200
Biochemistry	277	87,200	169	61,500	212	48,100	39	32,300
Microbiology	183	90,900	164	63,600	186	51,300	32	34,800
Pharmacology	207	94,100	120	61,600	147	48,900	25	31,400
Physiology	208	99,600	189	62,700	158	48,300	26	34,100
Other Basic Sciences	214	99,400	178	69,000	270	54,300	55	40,400
ALL COMBINED	1,258	91,400	1,052	63,200	1,157	50,000	194	35,500
PUBLIC & PRIVATE COMBINED								
Anatomy	559	81,800	616	59,200	454	46,200	59	34,500
Biochemistry	730	85,400	418	58,900	431	47,000	62	32,500
Microbiology	526	86,600	438	60,700	431	48,200	57	34,000
Pharmacology	545	87,200	359	60,300	373	47,900	67	31,600
Physiology	679	85,600	486	60,400	375	46,800	50	34,000
Other Basic Sciences	382	93,500	309	65,600	437	52,000	89	39,300
ALL COMBINED	3,421	86,200	2,626	60,500	2,501	48,100	384	34,700

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1980-81 Through 1990-91*, May 1992

TABLE 228

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10 MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION BY ACADEMIC RANK, TYPE AND CONTROL OF INSTITUTION, 1990-91

ACADEMIC RANK AND TYPE OF CONTROL	TYPE OF INSTITUTION Four-Year	TYPE OF INSTITUTION Two-Year
ALL RANKS		
Public	$44,497	$37,064
Private	42,138	24,017
PROFESSOR		
Public	56,658	45,412
Private	56,107	29,535
ASSOCIATE PROFESSOR		
Public	42,732	38,040
Private	40,064	26,434
ASSISTANT PROFESSOR		
Public	35,511	32,671
Private	33,208	24,582
INSTRUCTOR		
Public	26,129	28,637
Private	25,095	20,868
LECTURER		
Public	29,997	28,732
Private	31,020	-
NO ACADEMIC RANK		
Public	32,307	37,086
Private	31,140	23,046

NOTE: Blanks indicate too few faculty to compute average salary.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1980-81 Through 1990-91*, May 1992

TABLE 229

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10 MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION BY TYPE OF INSTITUTION AND SEX, 1990-91

TYPE OF INSTITUTION	TOTAL	MEN	WOMEN	Women's Salary as % of Men's
PUBLIC INSTITUTIONS				
Four-Year	$44,497	$45,048	$35,865	79.6
Two-Year	37,064	38,786	34,741	89.6
PRIVATE INSTITUTIONS				
Four-Year	42,183	47,155	37,557	79.6
Two-Year	24,017	25,903	22,498	86.9

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1980-81 Through 1990-91*, May 1992

TABLE 230

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY IN INSTITUTIONS OF HIGHER EDUCATION BY ACADEMIC RANK, LENGTH OF CONTRACT, AND SEX, 1990-91

ACADEMIC RANK	9-10 Month Salary	Women's Salary as % of Men's	11-12 Month Salary	Women's Salary as % of Men's
ALL RANKS	$42,147		$48,156	
Men	45,048		51,950	
Women	35,865	79.6	38,932	74.9
PROFESSOR	55,527		67,370	
Men	56,537		68,546	
Women	49,707	87.9	58,003	84.6
ASSOCIATE PROFESSOR	41,388		51,586	
Men	42,213		53,141	
Women	39,304	93.1	47,079	88.6
ASSISTANT PROFESSOR	34,420		42,444	
Men	35,616		44,304	
Women	32,716	91.9	39,512	89.2
INSTRUCTOR	26,372		31,270	
Men	27,435		32,355	
Women	25,570	93.2	30,028	92.8
LECTURER	30,118		35,305	
Men	32,470		38,671	
Women	28,088	86.5	31,939	82.6
NO ACADEMIC RANK	36,380		32,837	
Men	38,026		33,591	
Women	34,161	89.8	31,680	94.3

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Salaries of Full–Time Instructional Faculty on 9– and 10–Month Contracts in Institutions of Higher Education, 1980–81 Through 1990–91*, May 1992

TABLE 231

AVERAGE SALARIES OF FULL–TIME INSTRUCTIONAL FACULTY ON 9–10 MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION BY STATE AND ACADEMIC RANK, 1990–91

STATE	ACADEMIC RANK						
	ALL RANKS	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	LECTURER	NO ACA– DEMIC RANK
Alabama	$36,039	$49,097	$37,924	$32,120	$24,626	$27,607	$33,051
Alaska	43,486	57,519	48,273	38,193	31,690		31,793
Arizona	43,425	58,870	43,700	37,374	23,804	29,794	39,413
Arkansas	33,234	43,208	35,108	30,203	23,402	18,014	27,284
California	51,363	63,544	46,707	39,027	33,900	37,861	46,698
Colorado	40,733	51,942	40,288	34,909	25,728	26,393	29,477
Connecticut	49,242	62,350	45,300	37,355	29,982	37,212	20,680
Delaware	42,899	58,993	44,212	35,301	26,023	24,114	37,175
District of Columbia	47,876	63,244	45,032	36,893	29,057	32,526	24,301
Florida	37,800	48,348	38,013	32,816	30,248	29,908	31,069
Georgia	37,752	50,240	38,026	32,448	24,403	28,488	34,452
Hawaii	41,887	54,785	41,104	36,525	27,470		38,447
Idaho	34,539	42,536	35,683	32,245	26,787		27,963
Illinois	42,416	56,275	41,028	34,899	25,405	24,861	39,407
Indiana	39,921	53,488	40,019	33,357	23,002	26,988	25,488
Iowa	39,912	53,312	41,113	33,485	25,496	29,219	30,600
Kansas	35,457	46,980	36,092	30,492	23,028	22,625	30,736
Kentucky	35,213	45,303	35,547	30,564	23,738	22,798	21,884
Louisiana	37,103	49,527	38,844	32,288	24,387	18,233	28,260
Maine	38,737	50,971	39,320	32,853	25,128	31,447	31,161
Maryland	43,756	56,975	43,478	36,004	27,812	29,613	30,648
Massachusetts	48,055	60,726	44,467	37,256	29,009	37,415	29,149
Michigan	40,643	54,443	41,565	35,071	25,425	28,101	32,483
Minnesota	41,718	53,442	40,458	33,495	26,384	26,592	39,597
Mississippi	31,688	43,886	34,827	30,375	21,422	18,848	27,956
Missouri	37,659	48,970	38,175	32,803	25,224	21,755	29,552
Montana	32,649	39,783	32,686	28,716	22,897	26,187	25,848
Nebraska	37,384	50,562	28,534	33,376	24,512	19,620	27,302
Nevada	42,057	54,518	45,080	37,509	32,424	29,579	35,748
New Hampshire	40,764	51,829	38,665	32,725	26,112	23,776	19,964
New Jersey	47,577	62,369	46,516	36,984	29,372	32,010	42,214
New Mexico	36,398	47,771	37,352	32,488	25,524	26,927	28,390
New York	47,192	60,894	45,518	36,723	28,137	34,535	32,417
North Carolina	39,159	52,683	40,135	33,267	27,729	27,593	28,035
North Dakota	32,523	42,354	34,863	30,345	25,976	23,998	27,161
Ohio	42,217	55,403	41,890	34,316	26,254	22,666	31,404
Oklahoma	36,219	47,168	38,703	33,339	26,940	22,879	29,931
Oregon	35,692	45,215	35,827	30,554	24,599	20,879	33,612
Pennsylvania	43,290	56,822	42,351	34,858	27,008	27,515	29,955
Rhode Island	47,055	57,809	43,412	35.831	29,669	31,973	40,870
South Carolina	35,543	49,349	38,040	31,174	23,143	29,697	27,026
South Dakota	32,122	40,311	32,207	28,421	22,225	21,144	26,403
Tennessee	37,813	49,356	37,339	31,681	23,441	26,147	23,180
Texas	38,803	52,888	39,496	33,601	25,842	25,956	33,086
Utah	37,664	48,465	36,494	31,492	25,120	24,160	27,998
Vermont	37,841	51,174	38,869	31,494	26,556	30,483	28,337
Virginia	42,761	55,763	42,341	34,575	27,430	32,259	25,268
Washington	38,825	51,136	38,430	33,296	26,354	34,800	33,319
West Virginia	33,930	42,706	35,056	28,584	22,259	21,749	
Wisconsin	40,695	52,107	39,421	34,254	25,862	28,564	37,899
Wyoming	35,583	49,198	38,529	33,901	23,946	20,596	28,947
ALL STATES & D.C.	42,147	55,527	41,388	34,420	26,372	30,118	36,380

NOTE: Blanks indicate data not available.

SOURCE: National Science Foundation, *1991 Survey ot Doctorate Recipients*, 1993

TABLE 232

MEDIAN SALARIES OF DOCTORAL SCIENTISTS AND ENGINEERS EMPLOYED AS FACULTY IN UNIVERSITIES OR 4-YEAR COLLEGES BY FIELD OF DEGREE, SALARY BASE, AND ACADEMIC RANK, 1991

FIELD OF DEGREE AND SALARY BASE	TOTAL	ACADEMIC RANK			
		Professor	Associate Professor	Assistant Professor	Other
ALL FIELDS					
Academic Year	$46,700	$57,100	$43,200	$37,100	$33,800
Calendar Year	58,900	75,200	55,300	45,000	43,200
PHYSICAL SCIENCES					
Academic Year	49,500	58,000	42,400	35,000	
Calendar Year	65,100	80,500	56,300	42,800	52,600
CHEMISTS					
Academic Year	45,500	53,600	40,400	34,700	
Calendar Year	62,700	73,200	55,100	42,200	
PHYSICIS/ASTRONOMY					
Academic Year	53,700	60,700	44,600	35,600	
Calendar Year	72,200	86,300		50,600	
MATHEMATICAL SCIENCE					
Academic Year	46,500	58,900	42,300	36,800	
Calendar Year	56,900	70,200	53,500		
MATHEMATICS					
Academic Year	45,900	58,300	41,700	36,300	
Calendar Year	53,900	70,100	50,300		
STATISTICS/PROBABILITY					
Academic Year	48,300	61,200	45,500		
Calendar Year	60,300				
COMPUTER/INFO SCIENCES					
Academic Year	52,100		54,500	50,200	
Calendar Year	72,400				
ENVIRONMENTAL SCIENCES					
Academic Year	45,000	55,600	40,900	36,300	
Calendar Year	61,200	72,300			
EARTH SCIENCES					
Academic Year	44,800	55,000	41,000	35,900	
Calendar Year	60,900				
ENGINEERING					
Academic Year	55,400	65,700	52,900	45,500	
Calendar Year	70,100	89,400	67,300	53,900	60,000
LIFE SCIENCES					
Academic Year	42,400	51,500	41,200	35,200	28,900
Calendar Year	55,900	74,300	54,500	45,500	40,000
BIOLOGICAL SCIENCES					
Academic Year	42,600	52,000	40,900	34,900	28,700
Calendar Year	56,400	75,600	55,700	45,900	39,500
AGRICULTURAL SCIENCE					
Academic Year	42,700	51,600			
Calendar Year	50,500	64,300	49,200	41,700	
MEDICAL SCIENCE					
Academic Year	40,800	48,600	42,800	36,300	
Calendar Year	60,000	77,200	57,500	49,400	43,400
PSYCHOLOGY					
Academic Year	44,700	54,300	40,500	35,000	
Calendar Year	55,600	73,700	55,700	47,100	40,800
SOCIAL SCIENCES					
Academic Year	45,300	55,900	42,600	36,100	
Calendar Year	54,500	70,600	49,900	38,300	45,500
ECONOMICS					
Academic Year	49,600	60,800	46,800	42,300	
Calendar Year	62,600	72,900	53,100	41,300	
SOCIOLOGY/ANTHROPOLOGY					
Academic Year	42,600	50,900	40,600	33,700	
Calendar Year	51,300	72,400	50,500	39,000	31,100
OTHER SOCIAL SCIENCES					
Academic Year	43,400	56,500	41,800	33,800	
Calendar Year	50,500	46,700	46,600	35,400	50,300

NOTE: Median salaries were computed only for full-time employed civilians. Blanks indicate groups with fewer than 20 individuals reporting salaries.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment*, July 1993

TABLE 233

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL–TIME BY WORK FUNCTION, LENGTH OF CONTRACT, AND ACADEMIC RANK, 1993

ACADEMIC RANK/ CONTRACT LENGTH	WORK FUNCTION					
	TEACHING		RESEARCH		ADMINISTRATION	
	Median	Mean	Median	Mean	Median	Mean
Professor						
9–10 Month	$52,000	$53,749	$69,750	$72,446	$67,400	$67,090
11–12 Month	60,000	63,917	85,000	87,849	86,500	90,324
Associate Professor						
9–10 Month	40,000	41,032	45,500	47,383		
11–12 Month	52,000	51,048	60,000	64,022		
Assistant Professor						
9–10 Month	33,000	34,555	42,000	42,548		
11–12 Month	33,500	33,895	48,000	50,264		
Instructor						
9–10 Month	31,500	36,064				
11–12 Month						
Other (incl. Research Apt. and Non–faculty)						
11–12 Month			38,000	40,470	60,000	57,692

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society

TABLE 234

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL–TIME ON 9–10 MONTH CONTRACTS BY YEARS SINCE PhD AND ACADEMIC RANK, 1993

YEARS SINCE PhD	ACADEMIC RANK					
	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Median	Mean	Median	Mean	Median	Mean
5–9	$	$	$37,700	$39,982	$37,500	$37,721
10–14	52,000	51,246	41,667	42,425	35,625	36,267
15–19	52,000	53,547	42,800	42,566		
20–24	52,000	55,795	43,236	45,731		
25–29	58,000	59,107	46,500	46,555		
30–34	60,000	64,010				
35–39	60,000	64,901				
40+	71,000	74,270				
All Years	57,000	59,580	42,000	43,038	36,000	37,013

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment*, July 1993

TABLE 235

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL–TIME ON 9–10 MONTH CONTRACTS BY WORK SPECIALTY AND ACADEMIC RANK, 1993

WORK SPECIALTY	ACADEMIC RANK – PROFESOR Median	PROFESOR Mean	ASSOCIATE PROFESSOR Median	ASSOCIATE PROFESSOR Mean	ASSISTANT PROFESSOR Median	ASSISTANT PROFESSOR Mean
Biochemistry	$60,000	$63,274	$43,982	$43,971	$38,000	$39,212
General Chemistry	45,614	47,187	37,500	39,081		
Analytical Chemistry	54,500	57,182	41,083	42,602	35,500	35,760
Environmental Chem	58,000	59,646				
Inorganic Chemistry	57,400	57,663	42,660	42,912	36,360	35,829
Organic Chemistry	57,000	58,642	42,300	42,668	36,000	36,084
Physical Chemistry	60,000	62,711	41,586	42,130	34,000	36,019
Polymer Chemistry	62,000	68,498				

* Includes only members of the American Chemical Society.

NOTES: Blanks indicate fewer than 15 respondents. * Includes only members of the American Chemical Society.

TABLE 236

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL–TIME BY TYPE OF INSTITUTION, INSTITUIONAL CONTROL, LENGTH OF CONTRACT, AND ACADEMIC RANK, 1993

TYPE OF INSTITUTION, INSTITUIONAL CONTROL & LENGTH OF CONTRACT	ACADEMIC RANK PROFESOR Median	PROFESOR Mean	ASSOCIATE PROF Median	ASSOCIATE PROF Mean	ASSISTANT PROF Median	ASSISTANT PROF Mean
PUBLIC						
PhD–Granting						
9–10 Month	$63,000	$67,100	$43,950	$45,790	$39,170	$40,198
11–12 Month	83,300	86,249	56,000	58,166	45,809	49,070
NonPhD–Granting						
9–10 Month	52,750	53,299	38,000	39,700	33,000	34,169
11–12 Month	64,650	69,782				
Medical School						
11–12 Month	88,412	94,375	61,000	70,647		
PRIVATE						
PhD–Granting						
9–10 Month	70,000	71,832	50,000	50,113	41,000	42,509
11–12 Month	87,000	98,743				
NonPhD–Granting						
9–10 Month	48,000	49,008	40,000	39,977	33,000	32,451
11–12 Month	54,700	62,273				
Medical School						
11–12 Month	79,500	83,965	65,000	77,389	52,360	50,156

* Includes only members of the American Chemical Society

NOTE: Blanks indicate fewer than 15 respondents.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment*, July 1993

TABLE 237

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL-TIME BY LENGTH OF CONTRACT, ACADEMIC RANK, AND SEX, 1993

ACADEMIC RANK AND LENGTH OF CONTRACT	MEN			WOMEN			WOM AS % OF MEN	
	No.	Median	Mean	No.	Median	Mean	Median	Mean
9–10 MONTH CONTRACT								
Professor	602	$57,333	$60,370	52	$51,000	$50,651	89.0	83.9
Associate Professor	215	42,300	43,315	48	40,591	41,799	96.0	96.5
Assistant Professor	191	36,000	37,280	61	35,110	36,036	97.5	96.7
Instructor	17	45,000	45,060	18	30,550	31,960	67.9	70.9
11–12 MONTH CONTRACT								
Professor	225	82,000	86,614	21	67,000	72,743	81.7	84.0
Associate Professor	81	59,600	65,307	18	60,500	61,511	101.5	94.2
Assistant Professor	56	45,973	48,410	18	44,809	46,866	97.5	96.8
Research Appointment	88	42,000	43,944	25	35,000	37,728	83.3	85.9
Other Nonfaculty	28	46,336	51,890					

* Includes only members of the American Chemical Society.

NOTE: Blanks indicate fewer than 15 respondents

TABLE 238

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL-TIME BY LENGTH OF CONTRACT, ACADEMIC RANK, AND TENURE STATUS, 1993

ACADEMIC RANK AND LENGTH OF CONTRACT	TENURE			IN TENURE TRACK			NOT IN TENURE TRACK		
	No.	Median	Mean	No.	Median	Mean	No.	Median	Mean
9–10 MONTH CONTRACT									
Professor	642	$57,000	$59,831		$	$		$	$
Associate Professor	239	42,660	43,288	17	37,500	44,026			
Assistant Professor				222	36,800	37,536			
Instructor							27	32,000	37,719
11–12 MONTH CONTRACT									
Professor	224	80,000	85,876						
Associate Professor	63	58,300	60,832				18	62,500	70,593
Assistant Professor				56	45,923	47,246			
Research Appointment							67	44,664	45,092
Instructor							16	39,250	44,850

NOTES: Blanks indicate fewer that 15 respondents. * Includes only members of the American Chemical Society.

SOURCE: American Chemical Society, *SALARIES 1993 – Analysis of the American Chemical Society's 1993 Survey of Salaries and Employment*, July 1993

TABLE 239

MEDIAN AND MEAN SALARIES OF PH.D ACADEMIC CHEMISTS* EMPLOYED FULL–TIME BY GEOGRAPHIC REGION AND ACADEMIC RANK, 1993

GEOGRAPHIC REGION	FULL PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Median	Mean	Median	Mean	Median	Mean
Pacific	$60,960	$65,905			$38,350	$40,381
Mountain	51,000	54,732	43,222	44,466		
West North Central	50,500	51,267	38,350	39,211	33,800	35,187
West South Central	52,000	54,027	39,500	40,116	33,000	35,379
East North Central	57,000	60,521	42,830	44,354	36,000	37,113
East South Central	45,000	46,210			31,200	31,617
Middle Atlantic	63,000	65,060	47,000	46,866	38,300	39,747
South Atlantic	52,000	56,011	40,000	40,793	37,000	36,857
New England	63,000	65,267	45,650	45,150	40,000	39,038

NOTES: Blanks indicate fewer that 15 respondents. * Includes only members of the American Chemical Society.

TABLE 240

NUMBER, MEDIAN AND MEAN SALARIES OF PH.D. PHYSICISTS* EMPLOYED IN FOUR–YEAR COLLEGES ON 9–10 MONTH CONTRACTS BY ACADEMIC RANK, 1992

ACADEMIC RANK	NUMBER	MEDIAN SALARY	MEAN SALARY
Professor	142	$50,300	$52,100
Associate Professor	85	40,000	40,400
Assistant Professor	59	32,500	33,100

*Includes only members of the AIP member societies.

TABLE 241

NUMBER, MEDIAN, AND MEAN SALARIES OF PH.D. PHYSICISTS* EMPLOYED IN UNIVERSITIES BY ACADEMIC RANK AND LENGTH OF CONTRACT, 1992

ACADEMIC RANK	9–10 MONTH			11–12 MONTH		
	Number	Median	Mean	Number	Median	Mean
Professor	971	$63,000	$66,100	349	$83,000	$87,400
Associate Professor	351	45,000	46,600	134	58,000	60,600
Assistant Professor	286	40,000	40,300	112	50,000	51,000
Postdoctorate				227	30,000	29,600
Other Research Staff				190	47,000	49,400

*Includes only members of the AIP member societies.

SOURCE: American Institute of Physics, *1992 Salaries: Society Membership Survey*, 1993

TABLE 242

NUMBER AND MEAN SALARIES OF PH.D. PHYSICISTS* EMPLOYED IN UNIVERSITIES ON 9–10 MONTH CONTRACTS BY ACADEMIC RANK AND SEX, 1992

ACADEMIC RANK	MALE		FEMALE	
	Number	Mean Salary	Number	Mean Salary
Professor	894	$65,800	32	$58,500
Associate Professor	318	46,300	61	49,900
Assistant Professor	232	40,600	51	38,600

*Includes only members of the AIP member societies.

SOURCE: American Mathematical Society, *NOTICES*, Vol. 38, No. 9, Nov. 1991 & Vol. 39, No. 9, Nov. 1992

TABLE 243

NUMBER AND MEAN SALARIES FOR MATHEMATICS FACULTY BY RANK AND TYPE OF INSTITUTION, 1991–92 AND 1992–93

TYPE OF INSTITUTION	RANK	1991–1992		1992–1993	
		NUMBER OF FACULTY	MEAN SALARY	NUMBER OF FACULTY	MEAN SALARY
Group I* Doctorate Granting Departments	Assistant Professor	200	$38,700	185	$38,474
	Associate Professor	207	47,498	226	48,718
	Professor	935	70,880	913	72,007
Group II* Doctorate Granting Departments	Assistant Professor	256	37,290	226	39,953
	Associate Professor	395	44,634	387	44,511
	Professor	804	62,443	833	61,616
Group III* Doctorate Granting Departments	Assistant Professor	426	35,872	434	36,470
	Associate Professor	472	41,828	531	42,549
	Professor	688	56,857	833	58,249
Group IV* Doctorate Granting Departments	Assistant Professor	163	40,943	195	42,549
	Associate Professor	159	47,241	168	48,654
	Professor	361	68,983	400	71,676
Group V* Doctorate Granting Departments	Assistant Professor	63	**	24	49,746
	Associate Professor	74		40	63,284
	Professor	153		95	74,578
Masters Degree Granting Department	Assistant Professor	730	35,507	861	35,994
	Associate Professor	819	42,448	1006	43,850
	Professor	946	53,152	1178	55,257
Bachelors Degree Granting Department	Assistant Professor	1079	32,889	1101	33,882
	Associate Professor	974	39,967	1020	41,520
	Professor	868	49,057	1080	51,538

* Group I (39 departments) and Group II (43 departments) include the leading departments of mathematics in the U.S. according to the 1982 assessment of Research–Doctorate Programs conducted by the Conference Board of Associated Research Councils in which departments were rated according to the quality of their graduate faculty. Group III is composed of the remaining U.S. departments reporting a doctoral program. Group IV contains U.S. departments (or programs) of statistics, biostatistics, and biometrics reporting a doctoral program. Group V contains U.S. departments (or programs) in applied mathematics/applied science and/or operations research.

** Group V survey population is significantly smaller than in 1991–92 and comparison of means between the two is not valid.

SOURCE: American Psychological Assocation, *1992–1993 Faculty Salaries in Graduate Departments of Psychology*, February 1993

TABLE 244

NUMBER, MEAN AND MEDIAN 9–10 MONTH SALARIES OF FULL–TIME DOCTORAL FACULTY IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY* BY GEOGRAPHIC REGION, RANK AND YEARS IN RANK, 1992–93

GEOGRAPHIC REGION	ACADEMIC RANK AND YEARS IN RANK									ALL RANKS
	FULL PROFESSOR				ASSOCIATE PROFESSOR			ASSISTANT PROF		
	12+ Years	6–11 Years	3–5 Years	< 3 Years	6+ Years	3–5 Years	< 3 Years	3+ Years	< 3 Years	All Years
ALL REGIONS										
(257 Depts.) No.	1,241	603	322	320	676	280	405	473	594	4,995
Mean	$66,076	$61,240	$58,968	$54,500	$45,276	$44,906	$42,463	$37,261	$35,644	$51,700
Median	63,459	60,000	56,895	51,473	44,812	44,175	41,569	36,900	35,002	48,275
NEW ENGLAND										
(18 Depts.) No.	84	43	20	15	54	18	28	27	35	333
Mean	70,495	63,372	60,348	52,092	48,361	43,633	42,289	40,116	36,819	54,107
Median	68,182	59,986	54,529	49,175	47,361	43,075	42,650	40,075	37,100	50,628
MIDDLE ATLANTIC										
(38 Depts.) No.	179	90	52	51	116	47	59	62	63	729
Mean	71,539	67,794	65,166	61,562	50,725	46,353	44,392	39,145	37,169	56,960
Median	70,000	66,310	62,406	59,370	51,335	46,640	44,200	38,100	37,000	55,000
EAST NORTH CENTRAL										
(44 Depts.) No.	251	114	64	61	128	64	79	110	124	998
Mean	63,595	63,772	58,245	53,946	46,195	46,113	42,762	37,541	35,501	51,247
Median	61,209	61,750	55,206	54,231	45,819	46,255	42,105	37,641	35,373	48,253
WEST NORTH CENTRAL										
(25 Depts.) No.	132	43	19	15	46	27	26	48	58	416
Mean	60,875	54,971	55,550	55,087	45,334	44,418	40,356	36,486	35,059	49,217
Median	58,716	53,600	54,200	50,950	45,947	43,150	40,350	36,308	35,012	45,854
SOUTH ATLANTIC										
(41 Depts.) No.	186	106	51	63	143	48	65	80	87	829
Mean	64,270	58,909	56,932	53,167	43,124	42,877	41,046	36,268	35,398	49,743
Median	62,357	46,872	54,800	50,811	43,241	42,234	39,850	35,762	35,000	46,141
EAST SOUTH CENTRAL										
(17 Depts.) No.	56	39	20	20	34	19	23	27	53	293
Mean	60,861	53,093	58,714	52,719	40,157	41,826	38,086	35,226	33,866	46,285
Median	57,871	52,600	52,708	47,797	39,458	40,044	38,529	35,168	32,489	42,000
WEST SOUTH CENTRAL										
(21 Depts.) No.	87	44	28	25	67	20	33	32	78	423
Mean	59,526	56,676	53,899	48,703	39,832	41,626	42,042	33,827	33,993	46,009
Median	56,769	55,108	54,203	48,107	38,831	40,985	39,744	33,538	33,475	42,128
MOUNTAIN										
(20 Depts.) No.	97	38	27	22	35	10	25	45	35	354
Mean	62,212	56,125	57,237	46,686	41,319	43,502	42,798	36,508	35,669	49,479
Median	60,100	54,774	57,030	48,185	40,220	42,528	41,300	36,140	35,004	47,822
PACIFIC										
(33 Depts.) No.	169	86	41	48	53	27	67	42	61	615
Mean	75,144	64,255	60,406	57,362	46,531	49,582	44,263	39,421	38,233	57,006
Median	72,200	61,228	57,475	51,400	45,700	45,700	43,803	39,886	38,800	52,800

*Includes departments of psychology, educational psychology, and professional schools of psychology.

No breakouts are given for lecturers/instructors because of insufficient numbers, but they are included in the figures for "All Ranks."

SOURCE: American Psychological Assocation, *1992–1993 Faculty Salaries in Graduate Departments of Psychology*, February 1993

TABLE 245

NUMBER, MEAN AND MEDIAN 9–10 MONTH SALARIES OF FULL–TIME DOCTORAL FACULTY IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY* BY GEOGRAPHIC REGION, RANK AND YEARS IN RANK, 1992–93

GEOGRAPHIC REGION	ACADEMIC RANK AND YEARS IN RANK									ALL RANKS
	FULL PROFESSOR				ASSOCIATE PROFESSOR			ASSISTANT PROF		
	12+ Years	6–11 Years	3–5 Years	< 3 Years	6+ Years	3–5 Years	< 3 Years	3+ Years	< 3 Years	All Years
ALL REGIONS										
(257 Depts.) No.	259	188	94	64	151	69	104	117	198	1,281
Mean	$55,408	$51,614	$47,720	$45,860	$42,174	$39,357	$37,435	$33,534	$32,390	$43,971
Median	56,524	50,496	45,698	43,673	42,100	38,340	36,981	32,857	32,000	42,898
MIDDLE ATLANTIC										
(38 Depts.) No.	25	16	9	7	25	4	11	12	24	137
Mean	59,581	56,450			43,285		40,425	36,903	33,318	45,850
Median	62,171	56,751			42,611		40,100	37,471	32,782	44,000
EAST NORTH CENTRAL										
(44 Depts.) No.	34	21	12	8	16	10	12	13	19	159
Mean	52,971	46,673	44,528		42,790	37,382	37,729	31,596	31,165	43,094
Median	51,823	45,200	43,665		43,016	37,192	35,132	31,000	31,743	43,038
SOUTH ATLANTIC										
(41 Depts.) No.	35	46	19	16	44	15	19	26	48	271
Mean	52,673	49,876	47,177	44,392	42,521	36,347	35,390	32,197	31,725	41,701
Median	52,100	49,116	45,333	41,420	42,066	35,564	34,100	32,235	31,333	41,175
EAST SOUTH CENTRAL										
(17 Depts.) No.	23	11	8	8	13	6	11	14	25	120
Mean	48,386	42,566			38,013		33,287	29,868	29,027	37,407
Median	46,362	43,899			37,010		33,398	29,543	3,000	36,610
WEST SOUTH CENTRAL										
(21 Depts.) No.	14	11	12	6	12	11	8	12	18	112
Mean	48,729	47,612	45,194		38,024	38,961		32,007	33,802	40,534
Median	47,571	45,393	42,528		36,678	39,618		31,453	32,660	40,100
PACIFIC										
(33 Depts.) No.	104	54	13	10	24	13	20	11	24	279
Mean	59,080	58,082	56,084	47,092	44,203	45,640	41,052	39,365	36,815	52,016
Median	60,960	60,960	58,176	49,281	46,547	45,996	41,266	39,984	36,468	55,488

*Includes departments of psychology, educational psychology, and professional schools of psychology.
No breakouts are given for lecturers/instructors because of insufficient numbers, but they are included in the figures for "All Ranks."

SOURCE: American Psychological Association, *1991 Salaries in Psychology*, May 1992

TABLE 246

MEDIAN AND MEAN 9–10 MONTH SALARIES OF MASTER'S–LEVEL PSYCHOLOGY FACULTY* BY ACADEMIC RANK, 1991

ACADEMIC RANK	Number	Median	Mean
Full Professor	31	$45,000	$44,290
Associate Professor	26	36,500	36,808
Assistant Professor	45	31,000	33,400
Lecturer/Instructor	23	29,000	31,957

* Includes only members of the American Psychological Association

SOURCE: American Psychological Assocation, *1992–1993 Faculty Salaries in Graduate Departments of Psychology*, February 1993

TABLE 247

NUMBER, MEAN AND MEDIAN 9–10 MONTH SALARIES OF FULL–TIME DOCTORAL FACULTY IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY BY TYPE OF DEPARTMENT, RANK AND YEARS IN RANK, 1992–93

TYPE OF DEPARTMENT	ACADEMIC RANK AND YEARS IN RANK									ALL RANKS
	FULL PROFESSOR				ASSOCIATE PROFESSOR			ASSISTANT PROF		
	12+ Years	6–11 Years	3–5 Years	< 3 Years	6+ Years	3–5 Years	< 3 Years	3+ Years	< 3 Years	All Years
PSYCHOLOGY										
(170 Depts.) No.	995	491	267	245	524	196	295	389	459	3,898
Mean	$67,263	$62,212	$59,709	$54,868	$44,901	$44,999	$42,968	$37,391	$35,747	$52,429
Median	64,450	60,700	57,105	52,200	44,500	44,904	43,584	37,197	35,400	48,720
EDUCATIONAL/ COUNSELING/ SCHOOL PSYCHOLOGY										
(53 Depts.) No.	199	65	30	35	102	49	55	49	93	707
Mean	60,283	56,272	56,545	51,777	46,551	45,001	40,657	35,905	34,763	49,390
Median	58.771	55,777	54.998	50,671	46,213	43,638	39,852	35,343	34,000	47,797
HUMAN DEVELOPMENT										
(9 Depts.) No.	27	20	9	12	23	10	16	17	14	149
Mean	67,284	63,998		57,088	49,189	43,096	40,612	38,163	36,350	51,953
Median	64,849	61,641		51,603	48,453	42,624	39,884	38,201	34,356	48,453
PROFESSIONAL SCHOOLS										
(19 Depts.) No.	16	24	12	26	26	25	35	15	26	218
Mean	64,200	54,109	55,989	54,519	44,235	44,713	41,872	37,767	37,004	46,725
Median	56,278	54,915	52,811	48,915	43,414	42,340	41,250	35,500	36,540	43,920

TABLE 248

NUMBER, MEAN AND MEDIAN 9–10 MONTH SALARIES OF FULL–TIME DOCTORAL FACULTY IN U.S. DEPARTMENTS OF PSYCHOLOGY BY TYPE OF DEPARTMENT, RANK AND YEARS IN RANK, 1992–93

TYPE OF DEPARTMENT & YEARS IN RANK	ACADEMIC RANK								
	FULL PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR		
	Number	Median	Mean	Number	Median	Mean	Number	Median	Mean
AT LEAST 12 YEARS									
Doctoral	1,241	$63,459	$66,076						
Master's	271	56,524	55,593						
6–11 YEARS									
Doctoral	603	60,000	61,240						
Master's	198	50,460	51,648						
6 OR MORE YEARS									
Doctoral				676	$44,812	$45,276			
Master's				166	42,708	42,765			
3–5 YEARS									
Doctoral	322	56,895	58,968	280	44,175	44,906			
Master's	99	45,996	47,885	77	39,383	39,827			
3 OR MORE YEARS									
Doctoral							473	$36,900	$37,261
Master's							128	33,000	33,747
LESS THAN 3 YEARS									
Doctoral	320	51,473	54,500	405	41,569	42,463	594	35,022	35,644
Master's	75	43,920	45,913	117	37,483	37,885	209	32,004	32,553
ALL YEARS									
Doctoral	2,521	59,976	62,408	1,371	43,558	44,358	1,071	36,000	36,368
Master's	654	51,036	52,021	369	40,077	40,646	344	32,500	33,145

SOURCE: American Psychological Association, 1991 *Salaries in Psychology*, May 1992

TABLE 249

MEDIAN AND MEAN 9–10 MONTH SALARIES OF DOCTORAL–LEVEL PSYCHOLOGY FACULTY* BY EMPLOYMENT SETTING AND ACADEMIC RANK, 1991

EMPLOYMENT SETTING	ACADEMIC RANK					
	FULL PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Median	Mean	Median	Mean	Median	Mean
University Psychology Department	$55,000	$57,026	$41,000	$41,465	$32,000	$32,814
University Education Department	54,000	55,288	41,000	41,940	33,000	33,712
University Business Department	75,000	77,452	52,500	41,972	51,000	52,053
Other University Department	55,000	57,455	42,000	41,950	33,000	33,694
University Research Center	64,000	66,083				
Four–Year College Psychology Dept.	46,500	47,849	35,000	36,065	30,500	30,588
Four–Year College, Other Department	42,000	40,700				
Two–Year College	47,000	47,943				
Medical School Psychiatry Department**	67,000	71,189	48,000	49,037	35,000	36,720
Medical School, Other Department**	63,500	65,233	49,000	49,098	37,000	38,397
University–Affiliated Professional School of Psychology	52,000	52,100				
Other Professional School	50,000	53,071	46,500	44,200		

* Includes only members of the American Psychological Association

** These salaries are normaly paid on an 11–12 month basis. Conversion from the 9–10 figures listed in this table can be accomplished by multiplying by 11/9.

NOTE: Blanks indicate fewer than 10 respondents.

SOURCE: American Psychological Assocation, *1992–1993 Faculty Salaries in Graduate Departments of Psychology*, February 1993

TABLE 250

NUMBER, MEAN AND MEDIAN STARTING SALARIES FOR NEW DOCTORAL FACULTY IN U.S. DEPARTMENTS OF PSYCHOLOGY IN 1992–93 AND EXPECTED SALARY OFFERED IN 1993–94 BY TYPE OF DEPARTMENT

TYPE OF DEPARTMENT	Actual 1992 – 1993			Expected 1993 – 1994			% Change Median Salary
	Number	Median Salary	Mean Salary	Number	Median Salary	Mean Salary	
DOCTORAL							
Public	64	$33,750	$34,003	159	$34,000	$34,344	0.7
Privare	24	35,000	34,273	69	35,000	33,931	0.0
Total	88	34,000	34,078	228	34,500	34,219	1.5
MASTERS							
Public	30	31,250	31,070	79	32,000	31,921	2.4
Privare	9			31	30,000	30,353	
Total	39	31,500	31,212	110	32,000	31,479	1.6

SOURCE: American Psychological Assocation, *1992–1993 Faculty Salaries in Graduate Departments of Psychology, February 1993*

TABLE 251

NUMBER, MEAN AND MEDIAN 9–10 MONTH SALARIES OF FULL–TIME DOCTORAL FACULTY IN U.S. DEPARTMENTS OF PSYCHOLOGY BY TYPE OF DEPARMENT, SEX, RANK, AND YEARS IN RANK, 1992–93

RANK AND YEARS IN RANK	DOCTORAL DEPARTMENTS						MASTER'S DEPARTMENTS					
	Men			Women			Men			Women		
	Number	Median	Mean	Number	Median	Mean	Number	Median	Mean	Number	Median	Mean
FULL PROFESSOR												
12 or More Years	1,142	$63,667	$66,224	99	$60,700	$64,367	239	$55,850	$55,522	32	$60,960	$56,124
6–11 Years	499	59,332	61,140	104	60,870	61,720	158	49,896	50,805	40	57,838	54,979
3–5 Years	221	56,300	58,951	101	58,446	59,005	77	45,725	47,368	22	48,755	49,695
Less Than 3 Years	224	51,400	54,612	96	51,536	54,238	52	43,449	45,731	23	44,761	46,323
ASSOCIATE PROFESSOR												
6 or More Years	509	44,494	44,976	167	45,750	46,193	125	43,185	43,157	41	40,767	41,568
3–5 Years	173	44,444	45,000	107	43,150	44,753	45	39,383	39,311	32	39,404	40,553
Less Than 3 Years	236	42,103	42,859	169	41,000	41,910	69	36,962	37,749	48	37,856	38,080
ASSISTANT PROFESSOR												
3 or More Years	253	37,000	37,551	220	36,685	36,927	75	33,000	33,925	53	33,126	33,495
Less Than 3 Years	392	35,343	35,993	300	35,001	35,303	85	32,782	33,053	124	32,000	32,209

SOURCE: American Geological Institute, *1991–92 Geoscience Faculty Salary Survey*, reported in *GEOTIMES*, Nov. 1992

TABLE 252

SALARIES OF GEOSCIENCE FACULTY BY RANK, 1991–92

RANK	Number	1991–92		1990–91 Mean	Average % Increase
		Median	Mean		
All Ranks	918	$52,600	$53,300	$49,754	7.1
Women	93	40,200	42,400	39,629	7.0
Assistant Professor	174	36,900	36,500	34,785	4.9
Associate Professor	231	46,800	45,500	43,101	5.6
Professor	513	61,800	62,500	58,091	7.6

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Salaries of Engineers in Education, 1992*

TABLE 253

NUMBER AND MEDIAN ANNUAL SALARIES OF ENGINEERING FACULTY ON ALL CONTRACTS BY ACADEMIC RANK AND SELECTED YEARS SINCE BACCALAUREATE, 1992

ACADEMIC RANK	5	7	9–11	15–17	18–20	21–23	24–26	27–29	33+	OVERALL
Professor			(16) $57,100	(166) $62,400	(316) $64,600	(480) $66,400	(660) $67,700	(742) $68,600	(2,348) $68,300	(5,713) $67,650
Associate Professor			(194) 54,150	(557) 53,550	(556) 53,100	(456) 52,600	(385) 52,050	(300) 51,400	(546) 48,650	(3,806) 52,200
Assistant Professor	(84) $45,900	(204) $46,050	(973) 46,150	(385) 45,900	(250) 45,550	(147) 45,050	(98) 44,450	(62) 43,750	(109) 40,250	(3,590) 45,900
Instructor	(20) 29,050	(20 30,550	(69) 32,850	(58) 37,300	(50) 39,300	(35) 40,900	(57) 42,150	(47) 42,800	(124) 40,500	(697) 36,850
Administrator			(28) 40,500	(46) 56,700	(64) 64,650	(83) 71,600	(139) 77,100	(169) 80,950	(297) 85,350	(1,079) 76,150
Researcher	(102) 27,300	(72) 30,050	(231) 34,700	(145) 45,000	(111) 50,050	(102) 54,550	(80) 58,200	(83) 60,900	(139) 64,050	(2,026) 33,200

NOTE: Blanks indicate too few respondents to compute median salaries.

SOURCE: Engineering Workforce Commission of the American Assocication of Engineering Societies, *Salaries of Engineers in Education, 1992*

TABLE 254

NUMBER AND MEDIAN ANNUAL SALARIES OF FACULTY IN ALL ENGINEERING SCHOOLS ON ALL CONTRACTS BY ACADEMIC RANK AND SELECTED YEARS SINCE BACCALAUREATE, 1992

ACADEMIC RANK	YEARS SINCE BACCALAUREATE									
	7	9–11	12–14	15–17	18–20	21–23	24–26	27–29	33+	OVERALL
Professor		(15) $57,150	(44) $60,050	(162) $62,700	(312) $65,000	(467) $66,900	(628) $68,350	(713) $69,300	(2,278) $69,050	(5,521) $68,250
Associate Professor		(188) 54,300	(500) 54,150	(534) 53,900	(532) 53,600	(431) 53,200	(350) 52,700	(271) 52,150	(479) 49,500	(3,535) 52,800
Assistant Professor	(198) $46,550	(943) 46,550	(681) 46,450	(358) 46,200	(228) 45,900	(119) 45,450	(73) 44,950	(44) 44,350	(94) 41,450	(3,340) 46,300
Instructor	(12) 31,750	(54) 34,500	(45) 37,250	(41) 39,950	(34) 42,350	(25) 44,400	(37) 45,900	(32) 46,640	(90) 43,150	(480) 38,450
Administrator		(24) 43,600	(21) 52,150	(44) 60,850	(60) 68,950	(75) 75,750	(125) 80,750	(149) 83,950	(280) 86,200	(978) 79,000
Researcher	(72) 30,050	(231) 34,700	(179) 39,700	(143) 44,900	(111) 49,900	(100) 54,300	(80) 57,900	(83) 60,550	(137) 63,650	(2018) 33,150

TABLE 255

NUMBER AND MEDIAN ANNUAL SALARIES OF FACULTY IN ALL TECHNOLOGY SCHOOLS ON ALL CONTRACTS BY ACADEMIC RANK AND SELECTED YEARS SINCE BACCALAUREATE, 1992

ACADEMIC RANK	YEARS SINCE BACCALAUREATE								
	9–11	12–14	15–17	18–20	21–23	24–26	27–29	33+	OVERALL
Professor	$	$	$	$	(13) $46,500	(32) $47,700	(29) $48,600	(70) $48,500	(192) $47,700
Associate Professor		(13) 39,650	(23) 40,450	(24) 41,150	(35) 41,700	(35) 42,150	(29) 42,500	(67) 42,350	(271) 41,750
Assistant Professor	(30) 35,750	(27) 36,900	(27) 37,900	(22) 38,750	(28) 39,400	(25) 39,900	(18) 40,100	(15) 39,000	(250) 37,800
Instructor	(15) 31,200	(13) 32,750	(22) 34,250	(16) 35,600	(10) 36,750	(20) 37,700	(15) 38,400	(34) 38,250	(217) 33,400
Administrator						(14) 61,200	(20) 60,650	(7) 65,900	(101) 52,050

NOTE: Blanks indicate too few respondents to compute median salaries.

SOURCE: Engineering Workforce Commission of the American Association of Engineering Societies, *Salaries of Engineers in Education, 1992*

TABLE 256

MEDIAN AND MEAN ANNUAL SALARIES OF ENGINEERING FACULTY BY ACADEMIC RANK AND LENGTH OF CONTRACT, 1992

ACADEMIC RANK	ALL SCHOOLS			ENGINEERING SCHOOLS			TECHNOLOGY SCHOOLS	
RANK	All Contracts	9–10 Mo. Contracts	11–12 Mo. Contracts	All Contracts	9–10 Mo. Contracts	11–12 Mo. Contracts	All Contracts	9–10 Mo. Contracts
Professor								
Median	$67,650	$66,950	$77,900	$68,250	$67,500	$77,900	$47,700	$47,700
Mean	70,750	69,900	80,700	71,550	70,700	80,700	48,700	48,700
Associate Professor								
Median	52,200	51,700	63,050	52,800	52,300	63,100	41,750	41,800
Mean	52,750	51,900	62,250	53,550	52,700	62,350	42,300	42,350
Assistant Professor								
Median	45,900	45,700	48,800	46,300	46,150	49,150	37,800	37,650
Mean	45,850	45,400	50,350	46,500	46,050	50,650	37,100	37,050
Instructor								
Median	36,850	35,200	40,000	38,450	37,600	39,950	33,400	31,400
Mean	38,400	36,700	43,450	40,400	38,950	44,200	34,050	32,200
Researcher								
Median	33,200		32,500	33,150		32,400		
Mean	39,500		38,900	39,400		38,850		
Administrator								
Median	76,150	73,400	77,050	79,000	74,500	80,550	52,050	
Mean	77,200	75,200	77,600	79,650	76,450	80,400	53,400	

NOTE: Blanks indicate too few respondents to compute salaries.

SOURCE: American Institute of Chemical Engineers, *1992–93 Survey of Faculty Salaries, Chemical Engineering Departments*, Prepared by L. Davis Clements

TABLE 257

NUMBER AND AVERAGE SALARY* FOR FACULTY IN CHEMICAL ENGINEERING DEPARTMENTS BY GEOGRAPHIC REGION, 1992–93

GEOGRAPHIC REGION	RANK								
	Professor		Associate Professor		Assistant Professor		Instructor		Department Executive
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	Salary
New England	41	$82,831	16	$56,924	14	$50,974		$	$90,667
Middle Atlantic	87	73,632	41	53,810	38	49,901	2	41,935	109,108
East North Central	61	74,594	42	53,401	27	46,790			96,770
West North Central	55	74,566	24	54,190	13	51,002	1	37,194	103,150
South Atlantic	38	67,840	24	48,635	16	45,244	2	35,189	85,815
East South Central	36	61,647	16	50,532	14	45,668	1	34,000	94,438
West South Central	61	69,347	20	53,894	19	48,741	3	31,519	109,477
Mountain	53	66,936	25	51,506	25	46,436	3	35,500	90,087
Pacific	68	77,567			13	49,935	3	34,438	95,184
ALL REGIONS	500	72,606	231	53,554	179	48,244	15	35,321	98,217

*All salaries are reported on a 9–month basis except for department executives which have been converted to a 12–month basis.

SOURCE: American Society of Civil Engineers, *1992 Civil Engineering Faculty Salary Survey, Summary Report*, January, 1993

TABLE 258

MEDIAN SALARIES OF CIVIL ENGINERING FACULTY BY RANK, INSTITUTIONAL CONTROL AND GEOGRPAHIC AREA, 1992–93

RANK AND INSTITUTIONAL CONTROL	GEOGRAPHIC REGION			
	Northeast	Southeast	Central	West
CHAIRPERSON	$88,122	$90,970	$89,400	$85,494
Public	84,248	90,970	89,124	85,494
Private	85,000	88,573	94,900	76,617
PROFESSOR	66,850	60,196	60,693	62,957
Public	66,719	59,949	60,385	63,080
Private	67,375	63,231	72,333	61,913
ASSOCIATE PROFESSOR	53,026	49,500	48,404	51,465
Public	52,840	48,875	47,499	52,208
Private	53,578	54,563	57,210	48,983
ASSISTANT PROFESSOR	46,482	44,000	44,757	45,500
Public	45,344	43,883	44,524	45,500
Private	47,670	47,300	45,625	44,808
NEW ASSISTANT PROFESSOR	44,246	43,000	43,250	44,000
Public	44,000	43,000	43,000	43,000
Private	45,000	45,450	44,000	44,000
INSTRUCTOR	27,069	31,816	35,415	34,212
Public	28,560	31,816	36,027	35,437
Private	24,735	39,196	24,196	22,437

SOURCE: American Association of Colleges of Pharmacy, *1991–92 Profile of Pharmacy Faculty*

TABLE 259

NUMBER, MEDIAN AND AVERAGE SALARIES OF FACULTY IN COLLEGES OF PHARAMACY BY DISCIPLINE, SEX AND APPOINTMENT YEAR, 1991–92

DISCIPLINE AND SEX	ACADEMIC YEAR			CALENDAR YEAR		
	Number of Faculty	Average Salary	Median Salary	Number of Faculty	Average Salary	Median Salary
Biological Sciences	24	$44,056	$42,386	11	$57,179	$57,000
Male	16	48,388	44,876	7		
Female	8	35,392	35,000	4		
Continuing Professional Education	1			25	55,250	52,464
Male	1			20	57,837	56,734
Female	0			5	44,903	42,314
Liberal Arts	13	36,583	34,425	4		
Male	6	37,957	36,713	2		
Female	7	35,406	34,050	2		
Library/Educational Resources	2			16	39,078	35,354
Male	1			4		
Female	1			12		
Medical/Pharm. Chem./Pharmacognosy	103	50,407	47,150	343	66,765	63,568
Male	93	51,515	48,350	312	68,772	65,057
Female	9	40,444	37,950	30	46,589	45,890
Pharmaceutics/Pharmacy	85	47,273	43,990	313	64,251	59,232
Male	68	49,340	45,247	267	66,839	61,492
Female	16	38,756	38,000	46	49,226	47,425
Pharmacology	102	50,433	47,441	254	59,861	55,055
Male	89	51,482	47,684	216	62,013	58,850
Female	13	43,250	42,645	37	47,675	48,311
Pharmacy Adminstration	38	48,365	45,000	219	57,150	52,694
Male	31	48,473	45,318	171	59,833	55,000
Female	8	47,887	43,830	48	47,592	47,046
Pharmacy Practice	70	43,654	40,749	1,009	52,556	48,738
Male	44	45,402	41,278	627	56,040	52,491
Female	26	40,696	38,500	378	46,857	45,657

NOTE: Blanks indicate insufficient data.

SOURCE: American Association of Colleges of Pharmacy, *Annual Survey of Faculty Salaries, 1992*

TABLE 260

NUMBER AND AVERAGE SALARY OF FACULTY IN COLLEGES OF PHARAMACY BY APPOINTMENT YEAR, RANK, YEARS IN RANK, AND SEX, 1991–92

RANK AND SEX	YEARS IN RANK					
	0–1 Year	2–5 Years	6–10 Years	11–15 Years	16–20 Years	> 20 Years
CALENDAR YEAR						
DEAN	$96,932	$94,211	$96,786	$103,548	$104,781	
Men	96,932	94,211	96,786	103,548	104,781	
ASSISTANT/ASSOCIATE DEAN	68,185	67,083	67,912	73,490	74,268	90,829
Men	71,286	67,847	69,129	76,190	77,440	95,968
PROFESSOR	68,179	70,369	73,140	79,494	75,845	81,252
Men	68,424	70,892	72,805	80,656	76,139	81,252
Women		64,827	79,737			
ASSOCIATE PROFESSOR	53,103	55,866	56,104	56,360	59,700	51,014
Men	53,378	56,638	56,638	55,997	58,365	51,014
Women	52,180	52,831	52,969	59,263		
ASSISTANT PROFESSOR	45,643	46,149	50,031			
Men	46,590	46,555	50,655	52,372		
Women	44,692	45,619	48,760			
INSTRUCTOR	39,287	42,930	40,922			41,314
Men		45,069	41,927			
Women	41,790	40,403	40,084			
LECTURER		38,251				
Men		37,232				
ACADEMIC YEAR						
PROFESSOR	52,117	59,137	54,926	57,597	62,067	60,576
Men	52,117	60,570	55,119	57,938	61,934	60,576
ASSOCIATE PROFESSOR	42,845	45,400	45,672	50,484	48,079	47,062
Men	45,503	44,734	46,325	50,188	47,940	
Women		47,733	43,207			
ASSISTANT PROFESSOR	38,682	38,545	38,893			
Men	39,942	39,357				
Women	36,079	39,430				
INSTRUCTOR		32,141				
Women		29,563				

NOTE: Blanks indicate insufficient data.

SOURCE: American Association of Colleges of Pharmacy, *1991–92 Profile of Pharmacy Faculty*

TABLE 261

NUMBER AND AVERAGE SALARY OF FACULTY IN COLLEGES OF PHARMACY BY TYPE OF INSTITUTION, APPOINTMENT YEAR, RANK, AND SEX, 1991–92

RANK AND SEX	PUBLIC		PRIVATE	
	Number	Average Salary	Number	Average Salary
CALENDAR YEAR				
DEAN	47	$101,293	19	$89,405
Men	47	121,293	19	89,405
ASSISTANT/ASSOCIATE DEAN	109	69,971	30	66,883
Men	96	71,957	27	
Women	13	55,301	3	
PROFESSOR	445	75,434	72	63,847
Men	427	75,817	64	63,727
Women	18	66,355	8	64,806
ASSOCIATE PROFESSOR	448	55,298	113	54,319
Men	372	55,672	82	55,592
Women	76	53,468	31	50,952
ASSISTANT PROFESSOR	577	46,020	211	47,314
Men	329	44,510	103	48,289
Women	246	37,329	105	46,253
INSTRUCTOR	59	40,629	10	44,909
Men	28	44,510	6	45,038
Women	30	37,329	4	44,715
LECTURER	15	33,565		
Men	8	38,266		
Women	7	28,192		
ACADEMIC YEAR				
PROFESSOR	100	59,875	57	54,723
Men	94	60,440	54	
Women	6	51,024	3	
ASSOCIATE PROFESSOR	72	46,734	65	45,484
Men	57	46,822	52	45,935
Women	15	46,400	13	43,683
ASSISTANT PROFESSOR	62	39,609	59	37,663
Men	44	40,118	36	38,952
Women	17	38,092	22	35,536
INSTRUCTOR	10	33,317	9	30,283
Men	6		4	
Women	4		5	

NOTE: Blanks indicate no available data.

SOURCE: American Association of Colleges of Pharmacy, *1991–92 Profile of Pharmacy Faculty*

TABLE 262

AVERAGE AND MEDIAN SALARIES OF FACULTY IN COLLEGES OF PHARMACY ON CALENDAR YEAR APPOINTMENTS BY DISCIPLINE AND RANK, 1991–92

DISCIPLINE	DEAN	ASST/ASSOC. DEAN	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
Medicinal/Pharm./Chem./Phermacognsy						
Average Salary	$97,716	$71,951	$77,776	$55,585	$45,393	
Median Salary	94,676	71,008	71,500	55,000	45,000	
Pharmaceutics/Pharmacy						
Average Salary	102,863	76,526	78,756	58,981	46,247	39,744
Median Salary	100,928	73,596	76,599	57,307	46,311	40,713
Pharmacology						
Average Salary	96,184	67,486	70,894	53,505	44,342	
Median Salary	92,563	62,171	67,525	52,975	44,380	
Pharmacy Administration						
Average Salary	94,714	65,187	67,320	53,701	46,868	42,795
Median Salary	91,759	64,880	65,995	53,547	46,284	44,671
Pharmacy Practice						
Average Salary	95,102	70,664	68,991	54,728	46,787	42,270
Median Salary	90,500	68,300	66,800	53,364	45,400	43,100
TOTAL*						
Average Salary	97,871	69,304	73,820	55,101	46,367	41,250
Median Salary	94,122	68,220	70,035	53,664	45,400	42,000

NOTE: Blanks indicate insufficient data. * Includes all disciplines surveyed.

TABLE 263

NUMBER, AVERAGE AND MEDIAN SALARIES OF FACULTY IN COLLEGES OF PHARMACY BY APPOINTMENT YEAR, DEGREE LEVEL AND SEX, 1991–92

	CALENDAR YEAR			ACADEMIC YEAR		
DEGREE AND SEX	NUMBER	AVERAGE SALARY	MEDIAN SALARY	NUMBER	AVERAGE SALARY	MEDIAN SALARY
B.S.	19	$32,026	$33,948	82	$42,071	$42,617
Men	8	35,943	37,285	50	46,129	44,999
Women	11	29,177	27,605	31	3,583	39,652
M.S.	17	41,472	40,000	136	50,885	49,595
Men	13		41,350	83	55,165	52,500
Women	4		38,507	53	44,184	45,150
Pharm. D.	45	47,439	45,115	811	52,585	48,752
Men	29	49,626	47,950	492	56,037	52,500
Women	16	43,474	40,000	316	47,237	45,750
Ph.D.	339	48,868	45,318	1,104	63,729	59,189
Men	290	50,176	47,000	961	65,673	61,050
Women	47	41,177	39,300	141	50,738	48,311
Other	24	45,063	39,313	83	50,667	49,156
Men	12	49,408	43,815	51	57,181	52,835
Women	12	40,718	37,800	32	40,284	37,834

NOTE: Blanks indicate insufficient data.

SOURCE: The American Physiological Society, *Association of Chairmen of Departments of Physiology 1992 Survey Results*, 1993

TABLE 264

NUMBER AND MEAN SALARY OF PHYSIOLOGY FACULTY IN 78 DEPARTMENTS BY RANK, TYPE OF INSTITUTION AND SEX, 1992–93

RANK,TYPE OF INSTITUTION AND SEX	NUMBER OF FACULTY	MEAN SALARY	% CHANGE FROM 1990–91	% CHANGE FROM 1991–92
CHAIRMEN				
All Schools	71	**$114,719**	1.00	4.91
Medical Public	51	109,545	−1.63	0.99
Medical Private	15	136,840	2.81	19.11
Nonmedical	5	101,132	7.17	2.93
Women Chairs	3	85,246	−0.11	11.38
PROFESSOR				
All Schools	423	**82,414**	4.91	1.01
Medical Public	315	81,879	4.97	1.10
Medical Private	81	87,233	4.99	2.02
Nonmedical	27	74,208	5.69	−3.86
Women Professors	30	78,994	−3.92	1.72
ASOCIATE PROFESSOR				
All Schools	324	**60,019**	3.18	2.88
Medical Public	224	59,912	2.57	2.90
Medical Private	77	60,915	3.09	3.00
Nonmedical	23	58,066	5.18	2.47
Women Asociate Profs.	50	61,799	3.43	3.20
ASSISTANT PROFESSOR				
All Schools	243	**45,962**	1.40	1.52
Medical Public	165	45,053	1.75	0.10
Medical Private	65	47,895	0.98	3.41
Nonmedical	13	47,840	1.45	11.45
Women Asst. Professors	53	46,318	−1.37	6.26
INSTRUCTOR				
All Schools	35	**29,935**	−4.29	−10.96
Medical Public	27	29,198	−8.51	−8.60
Medical Private	6	32,732	3.16	−11.55
Nonmedical	2	31,500	−1.18	5.66
Women Instructors	7	26,393	8.02	−21.78

SOURCE: The American Physiological Society, *Association of Chairmen of Departments fo Physiology 1992 Survey Results*, 1993

TABLE 265

NUMBER AND MEAN SALARY OF PHYSIOLOGY FACULTY BY RANK AND YEARS IN RANK, 1992–93

YEARS IN RANK	ACADEMIC RANK							
	CHAIRMEN		PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	No. of Faculty	Salary	No. of Faculty	Salary	No. of Faculty	Salary	No. of Faculty	Salary
0–5	21	$105,732	129	$75,689	158	$59,037	204	$45,449
6–10	16	119,292	110	82,076	74	60,082	28	48,448
11–15	17	125,510	63	84,234	50	59,929	5	44,267
16–20	8	111,973	65	87,622	29	62,387	0	
21–25	6	99,279	45	90,657	9	70,601	3	51,778
26+	3	103,296	11	89,750	4	57,818	2	59,315

TABLE 266

NUMBER AND MEAN SALARY OF PHYSIOLOGY FACULTY BY RANK AND GEOGRAPHIC REGION, 1993

GEOGRAPHIC REGION	ACADEMIC RANK									
	CHAIRMEN		PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR	
	No. of Faculty	Salary	No. of Faculty	Salary	No. of Faculty	Salary	No. of Faculty	Salary	No. of Faculty	Salary
Northeast	16	$124,847	90	$88,489	76	$65,759	52	$47,199	4	$35,090
Midwest	21	119,593	128	80,809	101	57,939	72	46,655	6	31,248
South	18	114,136	101	76,359	94	55,962	63	44,819	22	27,888
West	10	107,735	73	83,843	27	63,254	40	44,744	0	

SOURCE: American Association of Colleges of Nursing, *1991–92 Salaries of Deans and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing*, 1992

TABLE 267

NUMBER AMD MEDIAN SALARY OF DEANS OF NURSING* BY GEOGRAPHIC REGION, 1991–92

GEOGRAPHIC REGION	NUMBER	MEDIAN SALARY
NORTH ATLANTIC	117	$63,000
MIDWEST	128	58,583
SOUTH	146	62,631
WEST	56	65,694

*in Baccalaureate and Graduate Programs

SOURCE: American Association of Colleges of Nursing, 1991–92 Salaries of Deans and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing, 1992

TABLE 268

NUMBER AND MEDIAN SALARY OF DEANS OF NURSING* BY TYPE OF INSTITUTION, 1991–92

TYPE OF INSTITUTION	NUMBER	MEDIAN SALARY
PUBLIC	237	$69,000
SECULAR	72	58,250
RELIGIOUS	135	51,361

*in Baccalaureate and Graduate Programs

TABLE 269

NUMBER AMD MEDIAN SALARY OF ADMINISTRATIVE NURSING FACULTY* BY POSITION TITLE, 1991–92

POSITION TITLE	NUMBER	MEDIAN SALARY
ASSOCIATE DEAN	151	$53,210
ASSISTANT DEAN	86	43,699
CHAIR	149	47,797
DIRECTOR	170	42,545
HEAD	14	52,593
COORDINATOR	74	36,651
ASSISTANT TO	17	36,003
OTHER	39	49,196

*in Baccalaureate and Graduate Programs

SOURCE: American Association of Colleges of Nursing, *1991–92 Faculty Salaries in Bacalaureate and Graduate Programs in Nursing, 1992*

TABLE 270

NUMBER, MEAN AMD MEDIAN SALARIES OF FACULTY IN COLLEGES OF NURSING BY ACADEMIC RANK, DEGREE LEVEL, AND SALARY BASE, 1991–92

ACADEMIC RANK AND DEGREE LEVEL	NUMBER	CALENDAR YEAR Mean Salary	CALENDAR YEAR Median Salary	ACADEMIC YEAR Mean Salary	ACADEMIC YEAR Median Salary
PROFESSOR					
Doctoral	684	$64,871	$62,553	$53,076	$51,180
Non–doctoral	95	60,804	62,333	49,749	51,000
ASSOCIATE PROFSSOR					
Doctoral	1,531	53,481	52,263	43,757	42,752
Non–doctoral	71	46,166	45,392	37,772	37,139
ASSISTANT PROFSSOR					
Doctoral	1,330	46,263	45,575	37,851	37,289
Non–doctoral	2,368	39,922	38,995	32,664	31,905
INSTRUCTOR					
Doctoral	32	42,347	41,445	34,648	33,909
Non–doctoral	1,196	37,052	35,824	30,315	29,310
OTHER FACULTY					
Doctoral	68	47,786	45,612	39,097	37,319
Non–doctoral	514	38,063	36,801	31,143	30,110

*Includes Clinical Specialists, Lecturers, and Visiting Professors.

SOURCE: American Association of Colleges of Nursing, *1991–92 Faculty Salaries in Baccalaureate and Graduate Programs in Nursing, 1992*

TABLE 271

NUMBER, MEAN AMD MEDIAN SALARIES OF NURSE FACULTY BY ACADEMIC RANK, DEGREE LEVEL, SALARY BASE AND SEX, 1991–92

ACADEMIC RANK AND DEGREE LEVEL	CALENDAR YEAR				ACADEMIC YEAR			
	Mean Salary		Median Salary		Mean Salary		Median Salary	
	Male	Female	Male	Female	Male	Female	Male	Female
PROFESSOR								
Doctoral	$64,394	$64,860	$61,712	$62,553	$52,686	$53,068	$50,491	$51,180
Non–doctoral		60,510		61,761		49,508		50,532
ASSOCIATE PROFSSOR								
Doctoral	54,177	53,480	51,382	52,311	44,327	43,757	42,040	42,800
Non–doctoral	41,720	46,256	42,541	45,425	34,135	37,846	34,807	37,166
ASSISTANT PROFSSOR								
Doctoral	45,962	46,296	45,558	45,599	37,605	37,878	37,275	37,308
Non–doctoral	41,167	39,894	39,478	38,989	33,682	32,641	32,301	31,900
INSTRUCTOR								
Doctoral		42,347		41,445		34,648		33,909
Non–doctoral	41,613	36,913	38,256	35,752	34,047	30,202	31,300	29,260
OTHER FACULTY								
Doctoral		47,786		45,312		39,097		37,319
Non–doctoral	41,949	37,987	38,879	36,746	34,322	31,080	31,810	30,065

*Includes Clinical Specialists, Lecturers, and Visiting Professors.

SOURCE: American Society of Agronomy, 1992

TABLE 272

SALARY RANGES OF AGRONOMY FACULTY BY RANK AND GEOGRPAHIC REGION, 1991–92

RANK AND GEOGRAPHIC REGION	SALARY RANGES
DEPARTMENT ADMINISTRATOR	
North Central	$40,884–121,113
Northeast	68,480–95,220
South	42,672–97,000
West	34,911–106,000
PROFESSOR (With Ph.D)	
North Central	41,043–74,000
Northeast	55,100–75,597
South	34,842–74,836
West	50,592–81,900
ASSOCIATE PROFESSOR (With Ph.D)	
North Central	41,528–57,120
Northeast	46,121–56,677
South	28,992–52,100
West	42,000–58,600
ASSISTANT PROFESSOR (With Ph.D)	
North Central	30,703–47,147
Northeast	32,833–47,584
South	25,020–50,300
West	36,053–47,000

SOURCE: American Political Science Association, *1991–92 APSA Survey of Departments*, 1993

TABLE 273

NUMBER AND MEDIAN SALARY RANGES OF FULL–TIME FACULTY MEMBERS IN POLITICAL SCIENCE DEPARTMENTS BY RANK AND SEX, 1991–92

RANK	MEN		WOMEN	
	Number	Salary	Number	Salary
Professor	2,670	$51,000–$53,499	276	$48,500–$50,999
Associate Professor	1,527	40,000–40,999	325	39,000–39,999
Assistant Professor	1,300	32,000–32,999	504	32,000–32,999
Instructor	156	28,000–28,999	91	27,000–27,999

TABLE 274

MEDIAN SALARY* FOR BLACK FACULTY MEMBERS IN POLITICAL SCIENCE DEPARTMENTS BY RANK AND TYPE OF DEPARTMENT, 1991–92

TYPE OF DEPARTMENT	RANK			
	Professor Professor	Associate Professor	Assistant Professor	Lecturer
All Political Science Departments (Weighted Figures)	$55,000	$38,556	$3,200	$25,000
All Responding Political Science Departments	66,000	44,005	36,720	25,000
PhD Political Science Departments	90,200	38,477	35,788	
Master's P.S. Departments (11 or More Faculty)	52,740	43,000	32,000	34,000
Master's P.S. Departments (11 or Fewer Faculty)	43,633	34,695	30,987	24,000
Undergraduate P. S. Departments (Public Institutions)	53,460	39,000	31,665	24,908
Undergraduate P. S. Departments (Private Institutions)	45,000	43,000	30,500	25,000
Undergraduate Social Science & Combined Departments	53,211	35,000	32,000	23,000

* Median of the Departmental Median Salary

SOURCE: American Assemply of Collegiate Schools of Business, 1992–93 Salary Survey

TABLE 275

NUMBER, MEAN, AND MEDIAN SALARIES OF BUSINESS FACULTY IN AACSB* MEMBER SCHOOLS BY RANK AND SEX, 1992–93

RANK	TOTAL FACULTY			WOMEN FACULTY			Women's Salary as Percent of Total	
	Number	Mean Salary	Median Salary	Number	Mean Salary	Median Salary	Mean	Median
Professor	7,951	$69,600	$65,800	622	$61,200	$60,600	87.9	92.1
Associate Professor	7,161	55,000	54,100	1,240	53,000	52,900	96.4	97.8
Assistant Professor	6,880	50,900	51,200	1,999	49,000	50,200	96.3	98.0
Instructor	1,785	33,600	30,900	762	30,500	28,800	90.8	93.2
New Doctorate	301	53,600	54,000	92	53,000	52,800	98.9	97.8
ABD	243	50,700	50,500	78	48,800	49,000	96.3	97.0

*American Assembly of Collegiate Schools of Business

SOURCE: American Assembly of Collegiate Schools of Business, 1992–93 Salary Survey, December 1992

TABLE 276

NUMBER AND MEAN SALARY OF BUSINESS FACULTY IN AACSB* MEMBER SCHOOLS BY DISCIPLINE/FIELD AND RANK, 1992–93

DISCIPLINE/FIELD	PROFESSOR		ASSOCIATE PROF		ASSISTANT PROF		INSTRUCTOR		NEW DOCTORATE		ABD	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
Accounting	1,328	$71,800	1,404	$57,600	1,435	$53,000	514	$34,100	49	$59,100	49	$57,000
Behavioral Sci/Organizational Behavior	322	77,000	275	58,000	188	52,400	25	38,100	8	54,500	10	54,100
Business Education/Business Comm.	186	53,900	150	45,400	154	36,800	109	27,900	1	61,500		
Business Law/Legal Environment	235	60,200	315	47,900	256	41,600	61	34,700	4	54,400		
Computer Info. Science/Mgmt Info. Sci.	452	68,300	576	54,900	645	51,000	203	33,000	32	51,600	24	48,500
Economics	1,132	65,100	782	48,900	650	43,400	106	30,600	34	40,500	21	44,000
Finance	1,039	75,900	8,900	60,200	992	57,200	151	35,600				
International Business	104	71,300	65	55,200	75	53,900	17	43,400	5	58,700	4	52,600
Management	893	67,100	744	52,900	715	49,400	207	34,000	29	53,300	30	47,200
Marketing	980	71,000	878	56,100	903	52,200	193	33,800	38	54,000	50	46,500
Personnel	133	66,200	105	53,700	77	49,300	11	35,800	4	52,000		
Production/Op. Mgmt/Managerial Econ.	302	73,000	252	57,600	261	53,100	29	35,600	20	55,400	11	53,300
Policy and Control	127	71,400	137	56,900	110	53,300	18	46,700	6	55,300	3	4,900
Quantitative Methods	474	70,100	377	54,500	257	49,100	91	28,700	8	54,900	7	51,800
Other	243	64,500	211	49,700	162	43,900	50	36,700	10	44,100	5	45,400
ALL COMBINED	7,951	69,600	7,161	55,000	6,880	50,900	1,785	33,600	301	53,600	243	50,700

*American Assembly of Collegiate Schools of Business

SOURCE: American Assembly of Collegiate Schools of Business, 1992–93 Salary Survey, December 1992

TABLE 277

NUMBER AND MEAN 12–MONTH SALARIES OF ADMINISTRATIVE PERSONNEL IN AACSB* MEMBER SCHOOLS BY TYPE AND ADMINISTRATIVE POSITION, 1992–93

ADMINISTRATIVE POSITION	PUBLIC		PRIVATE		ACCREDITED		NON–ACCREDITED		ALL COMBINED	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
Dean	279	$92,700	156	$102,300	251	$108,400	184	$79,400	435	$96,100
Associate Dean	210	85,800	132	81,000	278	87,800	64	67,400	342	84,000
Assistant Dean	129	55,600	83	55,100	153	57,800	59	49,200	212	55,400
Accounting Department Chair	96	79,800	25	84,700	81	87,800	40	66,600	121	80,800
Director of School of Accounting	23	91,400	4	102,300	23	96,400	4	73,700	27	93,000
Academic Department Chair	463	75,900	168	7,650	460	82,400	171	58,900	631	76,100
Director of Undergraduate Program	42	51,900	24	50,200	56	52,400	10	45,200	66	51,300
Director of Graduate Program	57	67,600	42	57,700	69	68,400	30	52,000	99	63,400
Director of Placement	25	44,900	25	53,100	43	50,100	6	41,800	49	49,100
Director of Cooperative Program	5	38,600	8	41,400	7	40,100	6	40,700	13	40,300
Director of Executive Development	37	70,600	20	72,000	52	70,400	5	77,800	57	71,100
Director of Internship	10	40,800	4	57,400	10	48,100	4	39,200	14	45,600
Director of MBA/Masters Adm.	35	43,600	36	46,800	53	45,800	18	37,600	71	43,700
Director of Research (Auber Unit)	26	72,200	2	87,800	27	73,700	1	64,000	28	73,400
Director of Research (Other)	12	67,700	23	123,900	26	118,800	9	63,600	35	104,600
Director of Small Business Admin.	63	47,000	7	48,600	45	66,500	25	46,500	70	47,200
Director of Executive MBA	23	65,300	25	64,900	36	88,000	12	60,000	48	65,100
Other	107	52,300	55	57,300	116	86,100	46	57,300	162	54,000

*American Assembly of Collegiate Schools of Business

SOURCE: College & University Personnel Association, *1992–93 Administrative Compensation Survey*

TABLE 278

NUMBER AND MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY POSITION AND CONTROL, 1992–93

POSITION	ALL INSTITUTIONS		MEDIAN SALARY	
	Number	Salary	Public	Private
Chief Executive Officer, System	147	$110,797	$1,100,313	$101,145
Chief Executive Officer, Single Institution	1,263	99,225	96,040	93,000
Executive Vice President	219	82,000	81,499	72,265
Chief Academic Officer	1,292	75,500	78,292	62,003
Chief Health Professions Officer	81	110,037	114,200	64,933
Director, Library Services	1,141	49,403	56,547	40,000
Director, Institutional Research	540	49,589	51,390	40,400
Director, Educational Media Services	507	36,080	44,000	28,577
Director, Learning Resources Center	417	39,090	46,503	29,000
Director, International Student Education	221	49,980	55,729	40,832
Director, Computer Center Operations/Academic	434	49,296	47,743	39,610
Administrator, Grants and Contracts	444	48,236	53,000	32,808
Dean, Architecture	61	92,229	91,975	
Dean, Agriculture	80	91,056	91,972	
Dean, Arts and Letters	110	68,602	68,852	62,320
Dean, Arts and Sciences	395	74,095	72,805	68,300
Dean, Business	627	73,734	72,917	70,481
Dean, Communications	96	61,142	66,600	37,005
Dean, Continuing Education	521	56,722	59,017	46,075
Dean, Dentistry	42	123,502	120,000	131,622
Dean, Education	396	72,450	75,345	45,806
Dean, Engineering	246	97,000	96,600	73,550
Dean, Extension	81	63,800	63,800	61,488
Dean, Fine Arts	172	68,180	72,678	41,428
Dean, Graduate Programs	383	76,703	77,360	53,527
Dean, Health Related Professions	203	65,444	67,100	62,000
Dean, Home Economics	45	81,756	82,966	39,035
Dean, Humanities	197	52,946	58,916	39,106
Dean, Instruction	47	57,000	57,276	40,109
Dean, Law	120	129,000	120,000	141,752
Dean, Library and Information Sciences	73	68,967	67,803	52,160
Dean, Mathematics	91	53,393	57,366	37,000
Dean, Medicine	70	182,624	173,494	190,000
Dean, Music	71	69,498	84,270	41,403
Dean, Nursing	275	67,250	70,600	55,400
Dean, Occupational Studies/Voc Educ/Technology	188	59,611	59,643	
Dean, Pharmacy	52	99,535	102,936	
Dean, Public Health	16	136,201	128,140	
Dean, Sciences	242	61,290	67,400	43,157
Dean, Social Sciences	179	54,471	59,643	40,000
Dean, Social Work	66	86,408	89,940	43,000
Dean, Special Programs	104	48,213	51,694	44,759
Dean, Undergraduate Programs	100	66,025	73,368	55,000
Dean, Veterinary Medicine	22	115,838	115,176	
Chief Business Officer	1,135	72,040	73,446	60,000
Chief Administrative Officer	240	68,800	73,461	58,250
Chief Financial Officer	416	66,635	68,370	55,262
Director, Telecommunications	320	46,896	48,881	36,500
Chief Planning Officer	174	63,763	64,876	53,150
Chief Budgeting Officer	386	55,930	56,000	51,585
Chief Planning & Budgeting Officer	81	71,374	72,427	49,940
General Counsel	209	77,750	75,000	72,910
Chief Personnel/Human Resources Officer	823	52,102	55,850	31,300
Manager, Employment	240	34,428	35,400	32,155

Blanks inticate no or too few data for meaningful data

SOURCE: College & University Personnel Association, *1992–93 Administrative Compensation Survey*

TABLE 278 (Continued)

NUMBER AND MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY POSITION AND CONTROL, 1992–93

POSITION	ALL INSTITUTIONS		MEDIAN SALARY	
	Number	Salary	Public	Private
Manager, Personnel Information Systems	136	37,702	38,991	29,546
Director, Personnel & Affirmative Action	213	41,000	44,092	31,745
Director, Affirmative Action/Equal Employment	320	52,500	52,344	55,854
Chief Information Systems Officer	671	58,410	60,876	46,914
Data Base Administrator	217	43,563	45,159	31,987
Systems Analyst I (Highest Level)	437	39,679	41,060	33,446
Systems Analyst II (Lowest Level)	264	33,162	33,667	26,335
Programmer Analyst I (Highest Level)	586	33,513	33,732	30,750
Programmer Analyst II (Lowest Level)	477	27,574	27,949	26,990
Director, Computer Center Operations/Administrative	545	49,451	53,752	37,575
Chief, Physical Plant/Facilities	1,105	50,915	53,533	52,288
Comptroller	756	50,400	53,373	42,053
Director, Accounting	520	42,951	45,000	34,518
Bursar	405	37,566	41,256	28,630
Director, Purchasing	698	40,000	42,529	33,532
Director, Bookstore	696	30,334	35,489	24,695
Director, Internal Audit	318	48,200	47,151	51,382
Director, Auxillary Services	321	50,120	52,500	50,120
Director, Campus Security	811	38,211	42,765	29,724
Director, Risk Management & Insurance	149	52,761	50,300	46,000
Administrator, Hospital Medical Center	42	146,892	152,651	
Chief Development Officer	821	66,992	66,955	60,000
Director, Annual Giving	513	36,789	39,144	34,043
Chief Public Relations Officer	698	46,000	51,916	35,763
Chief Development & Public Relations Officer	232	73,284	72,109	65,815
Director, Alumni Affairs	741	37,698	42,347	31,182
Director, Development & Alumni Affairs	138	47,150	48,123	46,738
Director, Special & Deferred Gifts	175	48,286	53,643	40,959
Director, Church Relations	88	38,000		38,000
Director, Community Services	167	42,318	45,179	33,000
Director, Publications	448	37,864	40,460	30,200
Director, Information Office	379	37,581	40,000	25,000
Director, News Bureau	253	34,500	37,115	25,000
Chief Student Affairs Officer	1,060	63,000	67,291	50,027
Dean of Students	490	51,433	56,384	40,250
Chief Admissions Officer	877	47,124	48,680	39,236
Admissions Counselor	766	22,542	25,515	20,369
Director, Admissions & Registrar	194	47,513	48,460	31,757
Registrar	1,052	42,520	48,339	34,244
Director, Admissions & Financial Aid	115	51,515	48,784	47,430
Director, Student Financial Aid	1,213	40,500	43,704	33,500
Director, Food Services	308	41,196	42,000	34,500
Director, Foreign Students	273	34,909	38,470	30,001
Director, Student Union	225	41,445	43,663	34,622
Director, Student Activities	660	30,902	35,475	26,522
Director, Career Development & Placement	894	37,553	41,774	30,524
Director, Student Counseling	782	43,407	48,300	34,303
Dir, Student Health Services (Physician Administration)	235	81,994	80,238	42,000
Dir, Student Health Services (Nurse Administration)	533	30,084	34,300	25,710
Director, Athletics	834	51,892	58,200	24,133
Director, Sports Information	476	28,750	32,436	24,133
Director, Campus Recreation	401	33,716	37,431	26,384
Chief Enrollment Management	205	57,100	55,000	56,000
Director, Minority Affairs	318	38,960	40,000	32,353

Blanks inticate no or too few data for meaningful data

SOURCE: College & University Personnel Association, *1992–93 Administrative Compensation Survey*

TABLE 279

MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY BY POSITION, TYPE OF INSTITUTION, AND SEX, 1992–93

POSITION	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BA INSTITUTIONS		TWO–YEAR INSTITUTIONS	
	Men	Women	Men	Women	Men	Women	Men	Women
Chief Executive Officer, System	$154,340	$130,973	$121,577		$90,500		$94,361	$97,447
Chief Executive Officer, Single Institution	142,326	120,300	104,456	95,320	99,278	100,000	85,500	75,030
Executive Vice President	129,291	138,008	77,434	76,975	73,859	67,570	71,669	68,667
Chief Academic Officer	120,000	112,000	86,124	88,342	69,900	67,000	63,415	66,175
Chief Health Professions Officer	201,200		96,200	58,482		45,850		47,000
Director, Library Services	83,571	84,600	60,439	51,030	43,982	40,000	46,656	40,195
Director, Institutional Research	63,512	56,375	50,351	48,166	44,500	35,538	48,572	42,495
Director, Educational Media Services	55,000	41,058	40,300	34,675	31,020	28,497	38,414	33,736
Director, Learning Resources Center	52,957	41,895	44,719	34,770	34,141	28,853	46,745	42,821
Director, International Student Education	67,565	46,309	51,950	40,661	42,279	35,050	46,866	
Director, Computer Center Operations/Academic	74,640	66,582	52,000	51,150	44,448	31,666	45,640	35,993
Administrator, Grants and Contracts	68,749	55,132	56,700	40,500	38,537	30,780	51,496	39,600
Dean, Architecture	92,416		85,540					
Dean, Agriculture	105,600		71,873		62,782		52,221	
Dean, Arts and Letters	94,706		73,056	69,000	62,713	51,842	52,183	50,760
Dean, Arts and Sciences	100,478	98,500	75,000	72,120	59,650	48,000	54,046	52,994
Dean, Business	113,434		80,975	73,608	59,483	44,735	50,055	55,390
Dean, Communications	94,000	90,450	66,600	45,025	37,010	39,098	50,100	51,662
Dean, Continuing Education	80,000	77,604	65,776	57,528	50,473	44,564	51,831	49,176
Dean, Education	92,600	89,900	71,138	70,657	48,000	44,929	51,809	48,101
Dean, Engineering	117,500		90,034		53,080		54,645	58,944
Dean, Extension	96,650	92,403	63,718	55,363	60,488		57,996	54,295
Dean, Fine Arts	89,841	90,652	72,400	71,518	45,640	39,227	48,163	54,418
Dean, Graduate Programs	91,700	90,000	66,978	64,750	52,885	46,732		
Dean, Health Related Professions	92,817	86,150	74,136	70,000		59,251	55,252	50,227
Dean, Home Economics	98,694	92,776		65,330				
Dean, Humanities	97,830	97,000	65,000	61,313	46,993	37,661	54,475	50,344
Dean, Instruction					43,190		57,000	55,732
Dean, Law	130,000	149,500	125,650		114,468			
Dean, Library and Information Sciences	88,388	90,000	66,700	68,397			54,648	54,215
Dean, Mathematics	92,750		59,026		46,116		54,350	52,169
Dean, Medicine	192,360		171,409					
Dean, Music	89,980		69,000		36,300	52,493		
Dean, Nursing		97,250		68,000		52,000		48,504
Dean, Occupational Studies/Voc Educ/Technolog	80,070		71,975	70,184	57,294		54,269	51,950
Dean, Sciences	109,625		71,472	75,641	51,359	44,221	54,784	50,977
Dean, Social Sciences	103,625		73,054	57,850	45,917	43,234	54,321	48,130
Dean, Social Work	96,385	93,000	75,000			34,854		
Dean, Special Programs			58,710	59,151	53,000	44,064	48,106	42,620
Dean, Undergraduate Programs	85,218	78,597	66,502	56,000	56,010	55,480		
Chief Business Officer	103,934	98,000	81,424	70,370	68,904	53,270	61,441	52,923
Chief Administrative Officer	95,220	121,704	78,000	65,640	59,200	64,628	61,061	60,644
Chief Financial Officer	83,174	89,000	70,000	61,044	58,503	51,500	57,021	51,397
Director, Telecommunications	61,596	53,357	44,000	43,094	32,000	24,206	42,098	
Chief Planning Officer	84,050	81,886	63,990	56,402	63,800	43,200	58,518	59,145
Chief Budgeting Officer	67,511	61,857	54,948	49,400	51,219	39,836	56,631	43,160
Chief Planning & Budgeting Officer	88,008	73,412	65,600	58,780	55,879		66,323	
General Counsel	90,000	81,950	63,000	63,264	55,589	82,743		62,000
Chief Personnel/Human Resources Officer	70,375	69,160	54,644	49,926	47,929	38,000	54,078	42,423
Manager, Employment	42,000	39,288	36,000	30,641		28,000	31,140	31,655
Manager, Personnel Information Systems	48,621	39,234	41,672	30,315		22,500	42,140	34,703
Director, Affirmative Action/Equal Employment	61,457	56,736	51,750	45,434	45,779	52,580	48,692	47,274

Blanks indicate no or too few data for meaningful data

SOURCE: College & University Personnel Association, *1992–93 Administrative Compensation Survey*

TABLE 279 (Continued)

MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY BY POSITION, TYPE OF INSTITUTION, AND SEX, 1992–93

POSITION	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BA INSTITUTIONS		TWO–YEAR INSTITUTIONS	
	Men	Women	Men	Women	Men	Women	Men	Women
Director, Personnel & Affirmative Action	57,410	49,400	50,466	39,250	42,517	32,564	46,647	41,235
Chief Information Systems Office	79,156	90,500	63,826	51,801	49,973	41,670	49,510	44,499
Data Base Administrator	51,600	47,653	41,077	39,887	30,213	28,910	43,665	38,650
Systems Analyst I (Highest Level)	42,634	42,000	39,264	39,051	33,446	29,492	35,133	37,873
Systems Analyst II (Lowest Level)	35,632	34,936	29,947	30,315	27,143	22,750	35,538	34,116
Programmer Analyst I (Highest Level)	37,344	32,502	34,495	30,100	30,750	30,158	33,607	32,199
Programmer Analyst II (Lowest Level)	28,350	29,544	26,900	26,780	26,760	25,000	27,300	28,837
Dir, Computer Center Operations/Administrative	69,207	67,252	52,860	47,011	40,000	37,174	48,462	41,412
Chief, Physical Plant/Facilities Mgmt Officer	75,909		55,000	54,503	44,175	45,300	43,066	43,166
Comptroller	77,208	69,500	57,212	47,844	46,757	40,000	47,350	38,824
Director, Accounting	56,257	48,371	45,778	39,400	36,575	34,300	43,176	33,736
Bursar	50,843	45,983	40,072	35,253	41,082	28,560	41,304	30,749
Director, Purchasing	55,183	50,302	40,716	35,959	37,500	28,800	37,843	30,500
Director, Bookstore	49,339	42,435	39,484	29,820	30,000	24,702	35,888	36,519
Director, Internal Audit	63,690	50,707	44,784	39,607	43,483	31,186	43,668	34,885
Director, Auxillary Services	65,452	60,116	50,389	50,995	47,000	33,048	45,133	33,430
Director, Campus Security	55,050	61,509	41,000	36,469	30,300	30,800	33,313	
Director, Risk Management/Insurance	58,711	58,000	43,841	44,952			44,882	48,985
Chief Development Officer	98,250	88,097	74,060	66,984	66,000	60,900	51,279	47,584
Director, Annual Giving	50,450	42,203	39,140	35,360	35,261	32,000	44,788	35,253
Chief Public Relations Officer	75,300	64,175	51,788	45,850	42,000	35,926	45,000	40,046
Chief Development & Public Relations Officer	99,000	74,734	78,000	63,850	68,317	45,900	49,229	37,655
Director, Alumni Affairs	63,262	47,000	42,675	37,200	36,000	30,030		26,115
Director, Development & Alumni Affairs	73,325	42,198	53,495	42,280	44,877	35,914	49,965	33,025
Director, Special & Deferred Gifts	59,500	51,465	53,526	44,560	46,543	40,000		
Director, Church Relations	56,076		45,675		36,960	38,268		
Director, Community Services	55,795	50,100	45,500	33,252	44,718	28,896	44,858	41,754
Director, Publications	49,344	46,055	40,877	34,094	32,617	30,788	34,566	35,051
Director, Information Office	53,728	50,500	41,400	37,414	32,385	31,505	36,402	35,600
Director, News Bureau	46,942	41,441	36,410	33,000	26,500	24,800	33,449	
Chief Student Affairs Officer	91,000	92,567	71,000	66,260	55,852	51,463	57,908	55,886
Dean of Students	64,770	63,650	53,550	44,772	44,327	42,000	52,143	53,779
Chief Admissions Officer	63,000	56,715	51,680	46,000	45,616	38,000	42,549	40,649
Admissions Counselor	27,757	23,992	24,633	22,258	20,330	21,000	26,660	26,444
Director, Admissions & Registrar	66,549	68,463	53,094	52,302	41,544	29,100	46,741	42,430
Registrar	61,809	54,155	50,464	42,575	40,000	33,605	45,976	35,051
Director, Admissions & Financial Aid	79,030		62,617	67,275	52,200	42,000	45,129	37,619
Director, Student Financial Aid	56,945	55,662	46,922	40,941	39,600	33,000	42,450	35,000
Director, Food Services	54,900	51,740	43,644	39,409	37,020	35,195	34,186	26,087
Director, Foreign Students	42,875	38,949	38,394	31,803	29,000	27,873	39,214	29,000
Director, Student Union	51,705	45,922	42,356	35,814	37,000	29,208	29,754	
Director, Student Activities	43,000	38,603	35,000	31,821	28,000	25,778	33,923	30,302
Director, Career Development & Placement	52,150	48,969	43,266	37,421	34,250	30,400	41,036	32,852
Director, Student Counseling	55,808	53,484	49,500	38,919	40,572	32,000	47,869	40,342
Dir, Student Health Services (Physician Admin)	89,800	83,052	77,350	58,198	82,375	88,500		26,787
Dir, Student Health Services (Nurse Admin)		43,074	32,350	32,992	38,482	26,042		29,684
Director, Athletics	87,200	74,802	60,423	48,018	43,476	39,371	42,870	41,376
Director, Sports Information	38,002	31,800	29,400	28,379	23,000	20,102	27,841	
Director, Campus Recreation	48,642	37,860	33,348	30,300	26,683	26,496	26,834	27,690
Chief Enrollment Management	72,935	60,980	65,216	59,964	54,600	55,076	46,478	41,825
Director, Minority Affairs	47,142	43,500	41,900	34,626	35,033	29,750	40,500	33,304

Blanks indicate no or too few data for meaningful data

SOURCE: College & University Personnel Association, *1992–93 Administrative Compensation Survey*

TABLE 280

MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY POSITION, TYPE OF INSTITUTION, AND MINORITY/NON–MINORITY STATUS, 1992–93

	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BA INSTITUTIONS		TWO–YEAR INSTITUTIONS	
POSITION	Minority	Non–Minority	Minority	Non–Minority	Minority	Non–Minority	Minority	Non–Minority
Chief Executive Officer, Single Institution	$129,896	$140,000	$107,265	$103,684	$97,323	$100,000	$80,500	$84,252
Executive Vice President		129,291	80,750	76,800	65,000	75,524	83,905	71,450
Chief Academic Officer	98,187	120,000	87,994	86,450	70,881	69,350	69,208	63,815
Director, Library Services	91,800	83,736	52,600	59,500	44,338	42,095	47,839	42,300
Director, Institutional Research	59,497	60,498	48,023	50,206	41,200	41,660	37,069	47,748
Director, Educational Media Services	46,188	52,794	38,036	38,808	25,718	31,155	29,665	36,000
Director, Learning Resources Center		51,072	43,692	37,181	30,175	31,360	42,983	45,600
Director, International Student Education	88,538	59,647	48,200	48,200	38,479	39,457		45,491
Director, Computer Center Operations/Academic	67,281	72,625	45,459	52,289	37,293	40,636	43,038	41,083
Administrator, Grants and Contracts	69,628	65,750	42,000	47,500	40,236	32,300	48,575	42,642
Dean, Agriculture		105,600	65,350	72,810				
Dean, Arts and Letters		90,228	85,015	69,654		59,895	46,814	52,183
Dean, Arts and Sciences	92,000	101,014	65,352	75,000	58,370	59,096	56,056	54,046
Dean, Business	90,750	114,081	72,850	80,352	56,463	58,500	52,053	50,940
Dean, Continuing Education	89,574	78,348	65,776	62,000	60,000	46,337	50,860	51,119
Dean, Education	98,358	89,931	73,586	70,906	41,000	47,896	54,650	49,776
Dean, Engineering	125,600	116,835	74,745	91,636	53,080		54,776	
Dean, Fine Arts	88,718	90,000		71,400		44,985	57,188	49,517
Dean, Graduate Programs	97,680	91,500	63,300	66,978				
Dean, Health Related Professions		91,862	78,325	71,524				
Dean, Humanities		97,000	65,425	60,000	28,000	44,047	59,310	52,133
Dean, Instruction						43,090	65,305	56,730
Dean, Mathematics		86,331	53,023	61,801		45,558		53,362
Dean, Nursing	101,000	97,400	62,575	69,375	57,689	51,899	56,028	47,567
Dean, Occupational Studies/Voc Educ/Tech		78,540		71,450		57,294	55,416	52,968
Dean, Sciences		107,688	74,700	72,120		50,202		52,908
Dean, Social Sciences		103,625	63,386	72,695		45,473	51,438	53,560
Dean, Social Work	98,000	95,083		71,664		39,720		
Dean, Special Programs		73,622	47,839	59,905	30,873	50,660	52,322	44,114
Dean, Undergraduate Programs		82,553	78,756	60,000		55,480		49,120
Chief Business Officer	114,432	102,747	77,059	81,024	63,484	67,521	59,976	60,947
Chief Administrative Officer	99,500	95,938	64,020	74,689	81,034	59,200	69,062	60,644
Chief Financial Officer	99,981	84,045	57,625	69,458	55,000	56,650	68,116	54,794
Director, Telecommunications	49,400	60,102	40,510	44,300		31,000		42,097
Chief Planning Officer	95,790	80,100	68,250	61,850		62,499		59,000
Chief Budgeting Officer	55,000	66,506	50,270	52,795	39,844	47,250	50,138	44,433
General Counsel	79,706	89,252	64,467	62,916		79,827		50,000
Chief Personnel/Human Resources Officer	71,247	70,000	51,657	52,163		55,879		54,305
Manager, Benefits	34,483	43,900	31,830	31,553	28,300	27,124		29,930
Manager, Employment Relations	48,434	42,549	40,958	39,139		44,530		
Director, Affirmative Action/Equal Employment	58,140	56,583	50,221	45,400	51,706	37,679	47,024	47,800
Director, Personnel & Affirmative Action		53,419	48,197	43,600	30,570	33,100	47,381	42,095

Blanks indicate too few responses for statisticly valid data

SOURCE: College & University Personnel Association. *1992–93 Administrative Compensation Survey*

TABLE 280 (Continued)

MEDIAN SALARIES PAID TO ADMINISTRATIVE PERSONNEL IN HIGHER EDUCATION INSTITUTIONS BY POSITION, TYPE OF INSTITUTION, AND MINORITY/NON–MINORITY STATUS, 1992–93

	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BA INSTITUTIONS		TWO–YEAR INSTITUTIONS	
POSITION	Minority	Non–Minority	Minority	Non–Minority	Minority	Non–Minority	Minority	Non–Minority
Chief Information Systems Officer		80,250	58,639	63,601	42,047	49,150	47,627	49,000
Data Base Administrator	50,511	50,268	33,476	40,910		30,628	36,836	43,614
Systems Analyst I (Highest Level)	37,549	42,043	38,698	39,359	27,877	32,340		35,918
Systems Analyst II (Lowest Level)		35,632	30,731	29,643	24,000	27,010		35,738
Programmer Analyst I (Highest Level)		33,026	29,213	33,541	30,240	30,574		32,627
Programmer Analyst II (Lowest Level)	29,067	28,398	28,000	27,020	27,500	25,108	28,927	27,850
Director, Computer Center Operations/Admin	70,524	69,094	55,000	52,000	39,986	39,250	39,413	46,691
Chief, Physical Plant/Facilities Mgmt Officer	78,282	75,250	50,601	55,473	46,804	43,725	42,974	43,260
Comptroller	81,000	73,749	53,450	54,700	41,359	43,000	43,590	44,368
Director, Accounting		54,600	41,900	43,600	33,500	35,225	36,154	36,000
Bursar	44,656	49,950	32,964	37,679	25,058	30,033	35,911	36,189
Director, Purchasing	40,600	54,075	37,615	40,000	31,610	32,600	39,392	33,440
Director, Bookstore	44,100	47,483	27,850	36,450	22,660	25,844	35,868	28,763
Director, Internal Audit	61,541	58,839	43,374	41,200		40,549	46,346	35,653
Director, Auxillary Services	60,480	65,438	42,891	51,985	45,900	41,260		44,517
Director, Campus Security	56,400	55,000	43,170	40,747	30,637	30,300	35,646	32,911
Chief Development Officer		96,000	69,962	70,100	58,000	64,490	63,000	49,608
Chief Public Relations Officer		73,000	44,748	49,837	36,050	39,066	40,950	41,786
Director, Alumni Affairs	78,300	54,162	36,250	40,810	36,914	31,500		27,600
Director, Community Services	50,000	50,584		36,000	36,988	31,895	50,265	42,836
Director, Publications	41,256	47,800		37,604	33,489	31,070		35,051
Director, Information Office		53,269	36,433	40,067		32,029	36,315	35,904
Director, News Bureau	38,256	44,431		34,938		26,104		32,586
Chief Student Affairs Officer	93,695	89,826	74,839	69,750	61,000	53,600	61,526	56,496
Dean of Students	67,100	64,632	43,998	51,443	40,000	44,327	57,500	51,973
Chief Admissions Officer	62,000	61,600	43,500	51,443	38,000	43,135	36,324	42,371
Admissions Counselor	26,196	24,406	24,075	22,000	21,000	21,000	27,466	26,622
Director, Admissions & Registrar		68,028	56,604	53,000		36,972	42,713	44,465
Registrar		60,270	46,737	47,276	32,419	35,820	36,655	38,395
Director, Student Financial Aid	51.761	57,370	42,645	44,334	38,110	35,518	40,751	38,387
Director, Residence Halls	55,721	55,100	35,169	41,104	30,418	29,463		26,849
Director, Food Services		54,505	39,453	43,500		37,000	28,383	30,802
Director, Foreign Students	42,120	41,566	37,517	32,865	30,000	28,250	36,244	34,968
Director, Student Union	41,200	51,555	33,271	41,715	41,445	32,120		32,001
Director, Student Activities	34,500	41,287	32,687	33,421	29,448	26,000	35,000	30,986
Director, Career Development & Placement	48,011	51,000	42,090	40,920	32,342	31,836	32,499	37,097
Director, Student Counseling	55,925	53,999	40,998	46,329	33,760	34,215	43,776	44,544
Dir, Student Health Services (Physician Admin)	82,171	86,000	25,677	76,721		84,750		30,090
Dir, Student Health Services (Nurse Admin)	46,750	43,056	33,273	32,992	29,400	26,200	28,773	29,227
Director, Athletics	74,818	87,130	62,500	59,122	44,773	42,533		42,800
Director, Sports Information	35,640	37,956	32,661	28,798	24,526	22,680		27,841
Director, Campus Recreation	49,598	47,075	34,734	32,829	31,320	26,496		27,690
Director, Minority Affairs	46,275		37,500	44,444	30,975	48,200	34,950	

Blanks indicate too few responses for statisticly valid data

SOURCE: National Education Association, *Estimates of School Statistics, 1992–93*, April 1993

TABLE 281

ESTIMATED AVERAGE ANNUAL SALARIES OF ELEMENTARY AND SECONDARY INSTRUCTIONAL STAFF AND PUBLIC SCHOOL CLASSROOM TEACHERS BY STATE, 1992–93

STATE	Instruc-ational Staff	CLASSROOM TEACHERS Elementary School	Secondary School	All Teachers	% Change From 1991–92
All States and D.C.	$36,846	$34,777	$36,059	$35,334	3.6
Alabama	28,737	27,490	27,490	27,490	2.0
Alaska	46,400	45,698	46,562	46,373	3.7
Arizona	38,220	32,481	33,089	32,403	3.9
Arkansas	28,645	26,825	28,343	27,598	2.0
California	42,800	40,500	42,990	41,400	3.0
Colorado	35,212	32,863	34,251	33,541	1.4
Connecticut	50,820	48,200	50,300	48,850	4.0
Delaware	37,691	35,373	37,107	36,217	4.8
District of Columbia	39,235	39,382	38,168	38,168	–1.6
Florida	32,453	31,153	31,153	31,153	0.3
Georgia	32,609	30,626	30,626	30,626	3.8
Hawaii	37,586	36,480	36,480	36,470	5.6
Idaho	28,334	26,905	27,436	27,156	3.1
Illinois	39,925	36,877	42,346	38,576	5.8
Indiana	37,264	35,653	38,084	37,446	7.6
Iowa	31,180	28,998	31,159	30,124	3.2
Kansas	34,269	33,133	33,133	33,133	7.8
Kentucky	32,733	30,788	33,127	31,487	2.0
Louisiana	29,783	26,074	26,074	26,074	0.5
Maine	31,293	29,500	31,657	30,258	0.5
Maryland	40,524	37,709	40,613	39,141	1.1
Massachusetts	47,510	39,245	39,245	39,245	5.3
Michigan	43,234	42,913	43,649	43,331	5.3
Minnesota	38,303	34,874	36,579	35,656	3.5
Mississippi	25,178	24,024	24,928	24,369	0.0
Missouri	30,630	28,630	30,298	29,410	1.8
Montana	28,344	27,977	29,863	28,514	3.3
Nebraska	30,463	28,718	28,718	28,718	5.5
Nevada	35,764	33,360	35,247	34,119	0.8
New Hampshire	36,456	33,931	33,931	33,931	2.3
New Jersey	46,055	43,005	45,752	43,997	7.2
New Mexico	27,356	26,077	26,996	26,355	–0.1
New York	46,300	43,500	45,700	44,600	2.9
North Carolina	30,678	29,237	29,572	29,367	2.0
North Dakota	26,058	25,208	25,216	25,211	2.9
Ohio	35,700	34,500	34,900	34,600	4.1
Oklahoma	26,977	25,171	27,070	26,051	2.8
Oregon	36,882	34,817	36,542	35,435	3.9
Pennsylvania	42,736	40,733	42,453	41,580	7.4
Rhode Island	38,282	37,461	37,562	37,510	3.0
South Carolina	30,477	28,472	30,380	29,151	3.9
South Dakota	24,470	23,625	24,789	24,125	3.6
Tennessee	30,451	28,815	30,515	29,313	2.4
Texas	30,452	29,340	30,540	29,935	3.1
Utah	27,869	26,690	27,487	26,997	2.5
Vermont	36,217	34,110	35,577	34,824	3.5
Virginia	35,093	31,371	34,041	32,356	2.2
Washington	37,495	35,333	36,672	35,870	3.0
West Virginia	31,428	29,946	30,803	30,301	10.7
Wisconsin	36,668	35,530	38,295	36,477	3.5
Wyoming	30,094	30,434	31,151	30,850	1.4

SOURCE: National Education Association, *Estimates of School Statistics, 1992–93*, April 1993

TABLE 282

ESTIMATED AVERAGE ANNUAL SALARIES OF ELEMENTARY AND SECONDARY INSTRUCTIONAL STAFF AND PUBLIC SCHOOL CLASSROOM TEACHERS BY GEOGRAPHIC REGION, 1991–92 AND 1992–93

GEOGRAPHIC REGION	Instructional Staff	CLASSROOM TEACHERS		
		Elementary School	Secondary School	All Teachers
ALL STATES AND D.C.				
1991–92	$35,533	$33,541	$34,889	$34,098
1992–93	36,846	34,777	36,059	35,334
% Change	3.7	3.7	3.4	3.6
NEW ENGLAND				
1991–92	42,230	38,400	38,393	38,389
1992–93	44,206	39,911	39,902	39,918
% Change	4.7	3.9	3.9	4.0
MIDEAST				
1991–92	42,526	40,133	42,306	41,101
1992–93	44,529	41,529	41,913	44,152
% Change	4.7	3.5	−0.9	7.4
SOUTHEAST				
1991–92	30,294	28,673	29,550	29,012
1992–93	31,319	29,305	30,185	29,637
% Change	3.4	2.2	2.1	2.2
GREAT LAKES				
1991–92	36,893	35,504	37,393	36,215
1992–93	38,692	37,283	39,193	38,085
% Change	4.9	5.0	4.8	5.2
PLAINS				
1991–92	31,473	29,236	30,744	29,924
1992–93	32,572	30,428	31,890	31,091
% Change	3.5	4.1	3.7	3.9
SOUTHWEST				
1991–92	30,256	28,234	29,247	28,669
1992–93	30,711	29,107	30,083	29,528
% Change	1.5	3.1	2.9	3.0
ROCKY MOUNTAINS				
1991–92	30,647	28,937	30,481	29,618
1992–93	31,188	29,568	31,019	30,214
% Change	1.8	2.2	1.8	2.0
FAR WEST				
1991–92	39,980	38,099	39,439	38,659
1992–93	41,186	39,277	40,533	39,840
% Change	3.0	3.1	2.8	3.1

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